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# Concordia Student Union

## End of Mandate Report

Prepared by the 2020-2021 Executive Team

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# End of Mandate Report

## About the Organization

*Written by Isaiah Joyner, General Coordinator*

The Concordia Student Union (CSU) is an accredited student association that represents all 37 000 + undergraduate students at Concordia University. Our organization is governed by an eight-member Executive Team, a thirty-member Council of Representatives, and a nine-member Judicial Board.

The CSU's objective is to improve the student experience inside and outside of the classroom through representation, support, and services.

### **Representation:**

The CSU is tasked with appointing voting representatives to represent all undergraduate students at the Board of Governors and Senate. These two institutions are the final approval bodies for all decisions made by our university.

### **Support:**

The CSU supports student life by coordinating over 100 student clubs and sponsoring projects by students from all four faculties and independent students.

### **Services:**

The CSU offers several services, including but not limited to: The Advocacy Centre, the Off-Campus Housing & Job Bank (HOJO), the Legal Information Clinic, the Daycare and our Health & Dental plan for non-international students.

# Introduction to the Executive Team

Written by Isaiah Joyner, General Coordinator



The Executive team consisted of Isaiah Joyner (General Coordinator), Sarah Mazhero (Academic & Advocacy Coordinator), Daniel Amico (Internal Affairs Coordinator), Holly Mark-Hilton (Finance Coordinator), Eduardo Malorni (Student Life Coordinator), Malcolm Asselin (Loyola Coordinator), Victoria Pesce (External & Mobilization Coordinator) and Amy Nguyen (Sustainability). The We Got You team came together because we were all involved in the Concordia community in some way and felt that we could use the vast resources to support students. We wanted to make sure that we were advocating the needs of students while also engaging the community. With the effects of the COVID-19 pandemic in full effect, we were tasked with navigating the turbulent road ahead while ensuring that the CSU was still operating remotely. This has not been a simple mandate, but each member of the team has worked diligently to ensure that the CSU is working to serve the students.

The slogan of our team is “No matter what, We Got You”, and we take it to heart with everything we do. Although we have our individual responsibilities, we collaborate with and support each other as much possible. You can read more about the details but just know that we have worked tirelessly to support the Concordia Community better for students.

Best Regards,

Isaiah Joyner  
General Coordinator  
*Isaiah Joyner*

# Representation on University Bodies

## Board of Governors

*Written by Isaiah Joyner, General Coordinator*

The Board of Governors is Concordia's highest oversight body. It is responsible for supervising the general operation of Concordia University, particularly with regards to financial matters. It oversees the strategic direction and growth of the University. It also has jurisdiction over assets and properties and final authority over the hiring and evaluation of Senior Administrators. The Board is also responsible for setting the fees that students pay to the University. I sit on the board with one alternate student governor, Councilor Chelsea Okankwu, who I share the responsibility of representing the undergraduate students with.

Here are the committees that we sit on:

Committee	Governor
Executive	Isaiah Joyner
Finance	Isaiah Joyner
Governance and Ethics	Chelsea Okankwu
Human Resources	Chelsea Okankwu
Real Estate Planning	Isaiah Joyner

## Senate

*Written by Sarah Mazhero, Academic & Advocacy Coordinator*

The Concordia Student Union appoints twelve (12) undergraduates to sit on the Concordia University Senate. Senate is the senior academic body and establishes procedures for the governance of its own affairs. It derives its powers from the Board of Governors and, subject to the latter's over-arching authority, has the final authority in all matters pertaining to the academic regulations and programs of the University. Its powers and functions are listed under article 71 of the By-Laws. Senate is composed of 53 voting members and 11 non-voting members, as outlined in article 62 of the By-Laws.

Since September 2020, we have been attempting to ensure that students voices are heard when it comes to the impact of their education at Concordia University. We have been pushing the University make changes in the following areas of academics:

- **Student Tuition Fees**
- **Code of Conduct for Professors**
- **Pass/Fail**
- **Mental Health in relation to COVID-19**
- **Online Learning Policy**
- **Fall Reading Week**

Thus far, we have achieved with the help of all students and other advocacy networks the pass/fail notation. Within the winter semester we will be working hard to ensure that there are online policies to guide teachers and students when it comes to online learning. Towards the end of the Fall 2020 semester, Concordia has increased their advertisement when it comes mental health resources on campus and increasing the resources hours. Moreover, we would like to achieve obtaining a Code of Conduct for University Professors when it comes to the classroom environment.

The following is the list of seats the 12 undergraduates hold in the Senate Standing Committees:

Committee	Senator
<b>Steering</b>	<b>Isaiah Joyner Sarah Mazhero</b>
<b>Academic Programs</b>	<b>Nicolas Bailey Alex Stojda</b>
<b>Library</b>	<b>Adewunmi Ajika</b>
<b>Special Graduation Awards</b>	<b>Debra Irabor</b>
<b>Academic Planning and Priorities</b>	<b>Fiona Harrison-Roberts Hannah Jamet-Lange</b>
<b>Research</b>	<b>Colin Long</b>

Officially as of March 19<sup>th</sup>, the Fall Reading Week was carried out unanimously through senate. The Fall Reading Week will begin in Fall 2023.

## Representation on University Committees

*Written by Sarah Mazhero, Academic & Advocacy Coordinator*

*The list is the following of university committees I have been a part of along with their mandates:*

- *Accessibility Policy Advisory Group*
  - *Mandated:* The purpose of this policy is to outline the respective roles and responsibilities of the University and of students with disabilities with respect to accessibility to the academic programs and physical facilities of the University.
- *President's Task Force on Anti-Black Racism*
  - *Mandate:* The task force's mandate is to oversee wide-ranging anti-racism efforts across Concordia to help the university better serve as a diverse and welcoming place with deep connections to the community. Moreover, the task force will direct and coordinate the work needed to generate recommendations that will address systemic anti-Black racism based on the experiences of faculty, staff, and students. Also, the task force will work in conversation with the Indigenous Directions Leadership Council and ultimately

with Concordia's Equity Office to make recommendations that address systemic racism intersectionality.

- *Mental Health and Well-being for Postsecondary Students Standards*
  - Mandate: The purview of this committee is to review the standard and recommend whether Concordia University should be amongst the first institutions to offer its endorsement. Gaya Arasaratnam, Director, Campus Wellness & Support Services, will lead the discussion.
- Advisory Committee on Teaching and Learning
  - Mandate: This Advisory Committee's mandate to contribute ideas about technology innovations and incorporate them into classes. Here we discuss what benefits students and how teachers and students interact.

In general, when participating in these committees I ensure that students are at the forefront in terms of their needs and wants from the University Administration.

## *Fall Reading Week Committee*

*Written by Isaiah Joyner, General Coordinator*

Continuing the work of last mandate, I met several times with the ad hoc committee created by senate to discuss the implementation of a fall reading week. Over the summer, we over the draft of the consultation to student, faculty, and staff about the impacts of a fall reading week. The scenarios within the consultation would be either be going to a 12-week semester or starting the semester earlier (no earlier than August 28th). Unfortunately, with the effects of COVID-19 it delayed the process as the university was spread thin trying to deal with various unforeseen affects of COVID-19. Fortunately, the consultations took place at Faculty Council starting in January 2021 and lasted until March. The project finally came to ahead during the March Senate meeting after strong support from the student senators and other keep members of senate, the Fall Reading week vote passed with only one person in opposition. The implications are that Concordia will now be operating on a twelve-week semester starting in 2023 and a reading week will be offered during the fall. The timeline is farther than expected but this was because the University needs the adequate time to adapt the courses to a 12-week semester. Nonetheless, this is still a great step for the CSU who has been advocating for this for going on four years.

## Sustainability Action Fund (SAF)

*Written by Holly Mark-Hilton, Finance Coordinator & Amy Nguyen, Sustainability Coordinator.*

I sit on the Human Resource/Policy Committee and we worked primarily on new hiring practices at SAF as well as staff's contracts. In the summer, we drafted new policies (hiring, diversity, employment equity, anti-oppression, inclusion, and vacation and absences.) Afterwards, we worked on modifying the staff's contracts that way SAF's employees would be eligible for a tax credit due to remote work. By the end of the summer, we organized a COCO training (The Centre for Community Organizations) to ensure the Board of Director meetings followed the SAF's policies. Finally, in the fall, we worked on the renewal of a few staff members as their contracts were expiring by the end of the year. Furthermore, we also helped the hiring committee find SAF's current Finance Coordinator. As of the winter semester, I am currently attending meetings regarding SAF's new project: The Living Lab Funding Project (alias SLLFP).

## Concordia Council on Student Life (CCSL)

*Written by Eduardo Malorni, 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. The Council is 50% students and 50% faculty and staff. This makes it an interesting scenario as it is not common for University Committees at this level to have an equal number of faculty/staff and students.

We continued funding apologies as best we can throughout the pandemic despite the limited number of applications. The amount of funds given to every individual group increased while the total number of groups we funded decreased in line with the lower rate of applications. We have also discussed modifying our grading rubric. The discussion is ongoing.

We handed out several awards for students who have contributed to student life on campus this year and were greatly impressed with the creativity which some students showed in trying to keep student life alive during this online year. Many worthy candidates but ultimately only a handful were chosen.

Lastly, we discussed modifying the requirements for the awards to allow for a more inclusive application process giving those who do not have the ability to donate their time still eligible if they contributed what they could to student life in an outstanding way.

# Food Advisory Working Group (FAWG)

*Written by Eduardo Malorni, Student Life Coordinator*

The Food Advisory Working Group is a University Committee created to discuss the food offering on campus. Everything from the residence food plans to the RFP for food on campus to student run cafes. The Committee consists of students, administration and community members.

This year has been a big year for the FAWG as the current contract with Aramark is entering its final year. Therefore, we had to work on the new RFP for the upcoming year. Due to food options being one of the issues most brought up by students, this is a very crucial time to make demands of the University while the contract is being written up. We demanded that the school institute a self-operation model for food options on campus. This means that the University will hire their own chefs and employees to run the kitchens on campus and provide food. Naturally this is the best scenario regarding food options as it allows them to quickly adapt to student concerns and will result in a higher level of food for the students. This also leads to more costs for the University.

Unfortunately, the University predictably refused that demand. At which point we argued quite intensely over the role of multi-national companies such as Aramark on campus. It has been a long-term goal to have multi-national corporations removed from campus. I am proud to announce that after many years, we were able to get the University to reluctantly agree to banning multi-nationals on campus in the next RFP. Other notable wins include the increase in flex dollars for residence students.

Furthermore, we have been given another space, the CJ Café and may potentially take over the Buzz in the SC Building of Loyola. This would be a huge win for the CSU as it would mean students would control all kitchens on the Loyola campus and would ensure student led operations are the main source of food for students. This will inevitably increase the quality of the food and decrease the cost for students.

Regardless of the acquisition of the Buzz, the banning of the multi-nationals is a goal the CSU has been trying to achieve for decades and I am proud to have been part of the final push and played my role in ending the tyrannical reign of multi-nationals on our campus. Now we can look forward to building a food system which benefits all students.

## Library Services Fund Committee (LSFC)

*Written by Eduardo Malorni, Student Life Coordinator and Malcolm Asselin, Loyola Coordinator*

As with most departments at the University, the Library has had to adapt considerably due to the COVID-19 pandemic. According to government regulations passed during the Summer, all public libraries were to remain closed. In this time, plans were made on how to reopen the library in September for the students to use as well as how to rent out items from the library.

In September, the library opened with limited capacity at both the Loyola and Sir George William campuses. The libraries had limited opening hours, and seating by reservation only. Those who reserve also must have completed the COVID-19 questionnaire prior to their reservation. Later in the semester, the opening hours of the library were extended as well as the capacity at both campuses. Book requests were also added with students capable of reserving a book in advance and then able to pick up in person.

The Open Education Resource Program is also continuing as planned. This refers to an ongoing program by the CSU and the University 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. We are glad to announce that 4 classes are piloting these textbooks this semester and another 10 other classes are expected to trial these textbooks in the following semester.

Lastly, the creation of the textbook bursary program, a bursary of 100,000\$ for students has been created for students requiring financial assistance. Each individual bursary is valued at 250\$. In a year where it is hard to gauge the individual impact of our actions as executives, it is a great achievement knowing that we were able to commit this money to the students who are truly struggling. We are looking towards repeat the bursary for the upcoming summer semester as well with a reduced amount and more bursaries.

## Annual Undergraduate Survey

*Written by Sarah Mazhero, Academic & Advocacy Coordinator*

The Undergraduate Survey went out on April 13<sup>th</sup>, 2021 at 7:00AM to all undergraduate students of Concordia University and will close on April 27<sup>th</sup>, 2021. The data will be assessed by Idris Mohammed who is a specializes in analyzing data in surveys.

## Loyola Working Group

*Written by Malcolm Asselin, Loyola Coordinator*

Lisa Ostiguy, the Chair and Special Advisor to the Provost on Campus Life, led the discussion on issues affecting Loyola.

A report has 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 includes 6 major themes in which recommendations are given to help improve the campus.

The themes are:

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

Each theme has thorough recommendations and has been organized in levels of priority.

So far, only one meeting has been had since the beginning of my mandate in June. 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.

## Cooperative Support Membership

### *Reggies Solidarity Cooperative*

*Written by Isaiah Joyner, General Coordinator*

Following my term last year, I continued this year as the present of the Reggies Board. Unfortunately, due to the strict regulations of COVID-19 and the precautions taken by the University, Reggies has not been able to open since March of 2020. The bar has taken advantage of several government assistance programs and loans as we wait to hopefully get to a future where the bar can open in limited capacity. Furthermore, we just completed the AGM where a new wave of Board members were elected to support Reggies in navigating the forever changing environment.

## **Hive Solidarity Cooperative**

*Written by Eduardo Malorni, Student Life Coordinator*

The Hive, similarly, to Reggies, has been closed since March due to the COVID-19 pandemic. Unlike most restaurants in Quebec that were allowed to reopen in Quebec during the summer months or be allowed to serve takeout food, the University has not given the Hive access to its kitchen which is located on the 7<sup>th</sup> floor of the Hall Building. This means that the Hive is essentially hibernating.

We have been preparing to open in September 2021 and we are happy to say that we survived the early scare and will be able to make it through the pandemic without any financial assistance required. We are looking forward to a strong opening in September and serving the students again.

In the meantime, the Hive Free Lunch Program has shifted gears to become the Hive Meals on Wheels program! Hundreds of meals were prepared and delivered and even a cookbook was made! The program has worked excellently and will be concluded in May. The Hive Free Lunch looks forward to returning to on campus and serving students in person once more come September as well.

## **Association pour la Voix Étudiante du Québec (AVÉQ)**

*Written by Isaiah Joyner, General Coordinator and Victoria Pesce, External Affairs & Mobilization Coordinator*

L'Association pour la Voix Étudiante au Québec was a multi-university coalition that represented the University of Rimouski, University of Chicoutimi and Concordia on the provincial scale. It was founded to represent English speaking students and students in non-urban areas, but there simply was not enough enrollments to financially support the organization. Last year there was significant amount of work done in terms of getting remaining office furniture and trying to tie up loose ends. However due to COVID-19 there was some trouble meeting with previous members of AVEQ to do certain transfers. In the meantime, we had to incur some expense to maintain the QuickBooks information of AVEQ. Just before the break, the External Coordinator and I were finally able to meet with members of AGE CAR to discuss what to do with the remaining funds of AVEQ. Being that CSU's membership is 85% of the total, we will be giving that percentage of the remaining funds. Once this transfer is complete, we will discuss what should be done with these funds at council.

## Woodnote Housing Cooperative

*Written by Isaiah Joyner, General Coordinator*

Over the summer I continued to remain the main point of contact for the Woodnote project. I attended UTILE's AGM with the other Student Unions in July. There we were presented with the various housing projects that UTILE is working on in collaboration with other unions and were given the option to join its board. In August, the long-awaited opening of the Woodnote arrived. Unfortunately, due to the impacts of COVID, we were not able to celebrate in a big fashion. However, we arranged a site visit for key stakeholders, and take a tour of facilities before students began mass moving in. Later that month the general manager, some executives and I met with Utile to discuss the possibility of having a 2nd Woodnote project. Unfortunately, the location did not pan out for now, so it is on the back burner for now. In September, we put the final touches on the indigenous student Woodnote bursary that 3 students are benefiting from. I attended the agreeable assembly of all the other universities that are partnering with Utile for student housing projects. There we discussed the impacts that COVID-19 has had on the potential projects and did a round table of where everyone is at with their respective housing situations. The CSU participated in Utile's nation wide housing Flash Survey which aims to get a better idea of the current issues and climate surrounding student housing. Overall this has been a milestone year for the Woodnote Project and it is on track to providing more generations of Concordia Students with affordable housing.

## Letters of Apology

*Written by Eduardo Malorni, Student Life Coordinator*

Relooking at the CSU history, it became rather apparent that the CSU has harmed many different student groups. Sometimes the harm was through our resolutions as Council, while other times it was caused by individuals in the CSU. For that reason, I am happy to propose 4 Letters of Apology to certain groups. Those groups being the BIPOC Community, The Jewish Community, Women and The Queer Community.

At the time of writing two of the four letters have been put out to positive reviews. The goal of the Apologies is to begin the process of healing between the CSU and these various groups and lead into fruitful collaboration and dialogue for the future. We completely realize that this will be a slow process, but it is one we enthusiastically are ready to undertake.

We also realize there are other groups that the CSU has most likely failed to adequately support and though they may not have been present when we were deciding who to write these Letters to, that they are encouraged to come speak to us so that we may make amends for our past mistakes and may assist in the future.

# Student Building

*Written by Isaiah Joyner, General Coordinator*

A major part of our platform was dedicated to continuing the work done on getting a student building. Since June 1<sup>st</sup> the Finance Coordinator, Internal Affairs Coordinator, General Manager, Administrative Coordinator, and I have been meeting the administration bi-weekly to get a feel for what would be required to make this partnership happen. This required us doing a space analysis of our current spaces, forecasting growth, looking at previous plans and building a presentation that was given to stakeholders involved on the university side. Throughout the year we continued our negotiations with the University and were presented with a potential offer. As of now we are still in the evaluation stage of the project and are making sure we are getting the most benefit possible. If the agreement between the University and the CSU does not pan out, rest assured the CSU will continue to pursue this project using other resources.

# Financial Update

*Written by Holly Mark-Hilton, Finance Coordinator*

As a brief overview, the CSU is a 2.5 million dollars organization that manages 5 different budgets: Operations, HOJO, Advocacy Centre, LIC and the Clubs department. Every department brings in a revenue from their respective fee-levy and we follow restricted accounting practices, where money from one department can only be used within that department. At the beginning of my mandate, I presented the overall budget breakdown to Council and once ratified, posted it online. I regularly update actuals in the budget and ensure all managers, and executives are up-to-date with their current balances. After compiling the actuals (from June to April), I forecast that the end of the fiscal year will have a surplus.

The CSU's budget is divided into three rows: The Budget, the Forecast, and the Actuals. The budget is what was budgeted at the beginning of the fiscal year, the forecast was made during midyear, and the actuals is the recurrent recorded revenues and expenses to date.

As at April 14<sup>th</sup>, the budget currently showcases a surplus of \$113,082 (view table below). However, considering the Finance Committee has passed new Sustainable Initiatives with a total of \$100k, we expect the surplus to decrease. Furthermore, the CSU's actuals currently have a \$786,558.38 in profits. We expect the actuals to significantly decrease as there are initiatives that have been approved at Finance Committee that still requires the CSU's Council to approve.

# ALL BUDGETS CONSOLIDATED

	Budget 2020-2021	Forecast 2020-2021	Variance	Actuals 2020-2021	Variance 2020-2021
<b>Revenues</b>					
Operations	\$1,927,824	\$1,927,824	\$0	\$1,724,816	(\$203,008)
HOJO	\$219,083	\$219,083	\$0	\$186,207	(\$32,876)
Advocacy	\$229,419	\$275,007	\$45,588	\$263,751	(\$11,256)
Legal Information Clinic	\$142,187	\$143,538	\$1,351	\$122,570	(\$20,967)
Clubs	\$260,000	\$260,000	\$0	\$270,624	\$10,624
<b>Total Revenues</b>	<b>\$2,778,514</b>	<b>\$2,825,453</b>	<b>\$46,939</b>	<b>\$2,567,969</b>	<b>(\$257,483)</b>
<b>Expenses</b>					
Operations	\$1,918,524	\$1,881,044	(\$37,480)	\$1,218,990	(\$662,054)
HOJO	\$201,430	\$219,391	\$17,961	\$158,896	(\$60,495)
Advocacy	\$237,626	\$283,457	\$45,831	\$215,542	(\$67,915)
Legal Information Clinic	\$135,752	\$151,540	\$15,788	\$119,077	(\$32,462)
Clubs	\$208,440	\$176,939	(\$31,501)	\$68,905	(\$108,034)
<b>Total Expenses</b>	<b>\$2,701,773</b>	<b>\$2,712,371</b>	<b>\$10,598</b>	<b>\$1,781,411</b>	<b>(\$930,960)</b>
<b>Revenues-Expenses</b>	<b>\$76,741</b>	<b>\$113,082</b>	<b>\$36,341</b>	<b>\$786,558.38</b>	<b>\$673,476</b>

## Operations

There are 9 major breakdowns in the Operations Budget. I will go over those with significant variances comparing the CSU's forecast to the actuals; starting with the "Council and Electoral Expenses". Currently, the variance is of \$33,136. The major explanation behind it is due to Judicial Board receiving an honorarium.

The second breakdown with a significant variance is the "IT & MIS" section. Its total variance equals \$-2,000. This explanation comes down to the customer relationship management software that is now being expensed under the services' budget rather than IT. The only departments that use CRM are the services.

The third breakdown would be the Finance and Legal Fees. The total variance equals \$15,000. The increased variance has to do with an increase in legal fees this year by \$10,000 and the introduction of a new general ledger for other professional services at \$5,000.

The fourth breakdown called "Other Expenses" totaled a variance of \$12,500. The variance can be explained due to the External Budget. After the External & Mobilization Affairs Coordinator resigned, the External budget was divided between the BIPOC Initiatives GL, the Sustainability Initiatives GL, and Miscellaneous. The Miscellaneous GL is under the "Other Expenses" section of the operational budget and was increased by \$7,500. The remaining \$5,000 had to do with expenses from prior years not accrued.

Finally, the last breakdown is regarding the "Student Initiatives" general ledgers. The general ledgers totalled a variance of -\$97,059. It appears that the primary reason behind the low expenditures is related to the pandemic. Executives had more trouble this year with student engagement and the costs for remote events are less costly than in-person. As a result, many executives invested more funding for project-based initiatives. I expect the variance to decrease by the end of the fiscal year; however, I do not expect it to become null.

To conclude, I expect the Operational Budget will have a surplus at the end of the fiscal year.

# OPERATIONS BUDGET

	Budget 2020-2021	Forecast 2020-2021	Variance	Actuals 2020-2021
<b>Revenues</b>				
Student Fees	\$1,791,070	\$1,791,070	\$0	\$1,648,036
Other Revenues	\$136,754	\$136,754	\$0	\$76,780
<b>Total Revenues</b>	<b>\$1,927,824</b>	<b>\$1,927,824</b>	<b>\$0</b>	<b>\$1,724,816</b>
<b>Expenses</b>				
Executive Salaries & Expenses	\$386,195	\$386,479	\$283	\$279,717
Council & Electoral Expenses	\$43,011	\$76,147	\$33,136	\$52,809
Salaries & Benefits	\$665,072	\$665,072	\$0	\$518,219
Admin & Office Expenses	\$84,860	\$85,520	\$660	\$32,729
IT & MIS	\$64,280	\$62,280	(\$2,000)	\$24,462
Financial & Legal Fees	\$113,195	\$128,195	\$15,000	\$96,751
Banking, Service Charges & Interest	\$46,700	\$46,700	\$0	\$34,588
Student Engagement Initiatives	\$505,211	\$408,152	(\$97,059)	\$173,477
Other Expenses	\$10,000	\$22,500	\$12,500	\$6,238
<b>Total Expenses</b>	<b>\$1,918,524</b>	<b>\$1,881,044</b>	<b>(\$37,480)</b>	<b>\$1,218,990</b>
<b>Revenues-Expenses</b>	<b>\$9,300</b>	<b>\$46,780</b>	<b>\$37,480</b>	<b>\$505,826</b>

## Housing & Job Opportunities (HOJO)

At the beginning of the fiscal year, HOJO budget forecasted a surplus of \$17,653; however, it currently is at a deficit of \$307. It appears that the deficit can be explained by the increase in salaries. Though HOJO may be in a deficit, the total is immaterial. I expect HOJO to end the fiscal year in a surplus.

<b>HOUSING &amp; JOB OPPORTUNITIES (HOJO)</b>				
	<b>Budget 2020-2021</b>	<b>Forecast 2020-2021</b>	<b>Variance</b>	<b>Actuals 2020-2021</b>
<b>Revenues</b>				
Student Fees	\$183,521	\$183,521	\$-	\$168,825
Grad Student Fees	\$26,602	\$26,602	\$-	\$17,382
Internship	\$3,486	\$3,486	\$-	\$0
Work Study Program	\$5,474	\$5,474	\$-	\$0
<b>Total Revenues</b>	<b>\$219,083</b>	<b>\$219,083</b>	<b>\$-</b>	<b>\$186,207</b>
<b>Expenses</b>				
Salaries & Benefits	\$177,545	\$195,184	\$17,639	\$154,249
Admin & Office Expenses	\$23,885	\$24,207	\$322	\$4,647
<b>Total Expenses</b>	<b>\$201,430</b>	<b>\$219,391</b>	<b>\$17,961</b>	<b>\$158,896</b>
<b>Revenues-Expenses</b>	<b>\$17,653</b>	<b>\$(307)</b>	<b>\$(17,961)</b>	<b>\$27,311</b>

## Advocacy Centre

At the beginning of the fiscal year, we forecasted a deficit of \$15,205 due to the negotiations with the GSA. Fortunately, the Advocacy centre received a funding of \$43,000. However, I spoke with the Advocacy Centre's Manager and she informed me that her staffs have been feeling overworked due to the increased workload from the online learning environment. Hence the explanation behind the increase of \$35,879 in salaries. I expect the Advocacy Centre to end the fiscal year with a minor deficit.

<b>ADVOCACY CENTRE</b>				
	<b>Budget 2020-2021</b>	<b>Forecast 2020-2021</b>	<b>Variance</b>	<b>Actuals 2020-2021</b>
<b>Revenues</b>				
Student Fees	\$229,419	\$229,419	\$0	\$218,162
Work Study Program	\$0	\$2,588	\$2,588	\$2,589
Grad Student Fees	\$0	\$43,000	\$43,000	\$43,000
<b>Total Revenues</b>	<b>\$229,419</b>	<b>\$275,007</b>	<b>\$45,588</b>	<b>\$263,751</b>
<b>Expenses</b>				
Salaries & Benefits	\$226,228	\$262,107	\$35,879	\$212,347
Admin & Office Expenses	\$18,397	\$21,350	\$2,953	\$3,195
<b>Total Expenses</b>	<b>\$244,625</b>	<b>\$283,457</b>	<b>\$38,832</b>	<b>\$215,542</b>
<b>Revenues-Expenses</b>	<b>(\$15,205)</b>	<b>(\$8,450)</b>	<b>\$6,756</b>	<b>\$48,209</b>

## Legal Information Clinic (LIC)

At the beginning of the fiscal year, I forecasted that the LIC would have a surplus of \$6,435; however, as the department became overworked with student requests, the LIC Manager had to hire a Project Manager to help make the operations more efficient. Furthermore, the LIC hired an Assistant Manager to alleviate the workload. Considering the LIC's actuals are at a deficit, I expect the LIC to end the fiscal year in a deficit.

LEGAL INFORMATION CLINIC (LIC)				
	Budget 2020-2021	Forecast 2020-2021	Variance	Actuals 2020-2021
<b>Revenues</b>				
Student Fees	\$135,069	\$136,419	\$1,351	\$119,576
Work Study Program	\$7,118	\$7,118	\$0	\$2,995
<b>Total Revenues</b>	<b>\$142,187</b>	<b>\$143,538</b>	<b>\$1,351</b>	<b>\$122,570</b>
<b>Expenses</b>				
Salaries & Benefits	\$94,352	\$108,598	\$14,245	\$106,871
Admin & Office Expenses	\$41,400	\$42,942	\$1,542	\$12,206
<b>Total Expenses</b>	<b>\$135,752</b>	<b>\$151,540</b>	<b>\$15,788</b>	<b>\$119,077</b>
<b>Revenues-Expenses</b>	<b>\$6,435</b>	<b>(\$8,002)</b>	<b>(\$14,437)</b>	<b>\$3,493</b>

## Clubs

Unfortunately, not many clubs have spent their allocated budgets for funding. This is due to clubs losing motivation during lockdown, not knowing the resources available to them, and the fact that most online events are free.

I expect a surplus at the end of the fiscal year. However, during midyear review, the Internal Affairs Coordinator and I decided to significantly increase the Club's equipment GL so that clubs have access to more equipment once the school opens again. Furthermore, it is important to note that the Salaries and Benefits from the Clubs Department has been moved to the Operational Budget to allow more funding for CSU clubs; hence the budgeted \$0 amount.

As at April 22<sup>nd</sup>, the club's actuals profit totals \$201,719. I am currently forecasting a profit of \$83,061 for the end of the fiscal year.

CLUBS				
	Budget 2020-2021	Forecast 2020-2021	Variance	Actuals 2020-2021
<b>Revenues</b>				
Student Fees	\$260,000	\$260,000	\$0	\$270,624
<b>Total Revenues</b>	<b>\$260,000</b>	<b>\$260,000</b>	<b>\$0</b>	<b>\$270,624</b>
<b>Expenses</b>				
CSU Clubs Expenses	\$166,440	\$124,439	(\$42,001)	\$67,745
Salaries & Benefits	\$0	\$0	\$0	\$0
Events & Administration	\$42,000	\$52,500	\$10,500	\$1,160
<b>Total Expenses</b>	<b>\$208,440</b>	<b>\$176,939</b>	<b>(\$31,501)</b>	<b>\$68,905</b>
<b>Revenues-Expenses</b>	<b>\$51,560</b>	<b>\$83,061</b>	<b>\$31,501</b>	<b>\$201,719</b>

# CSU Finance Committee

*Written by Holly Mark-Hilton, Finance Coordinator*

This year, the Finance Committee has funded through the CSU Operational budget over \$150,000 into initiatives. The following initiatives were passed:

- **ENUF:** Keroles Riad (the founder of Waste Not Want Not) created a company called ENUF whose goal is to promote composting on campus.
  - o In the 2020-2021 fiscal year, a total of 7,500 will be funded from the Endowment Fund. The following 2 years (2022 and 2023) will be funded \$25,000 plus sales tax from the endowment fund.
- **Recovery and Wellness Center:** The goal of this service is to create a peer-driven space wherein students living with addiction can receive and give support, build community, and learn new skills. For the purposes of this service, the term “peer” refers to a person who shares the experience of living with addiction.
  - o A total of \$29,000 was approved to be funded by the CSU’s operational budget.
- **JMAS Tax Clinic:** The John Molson Accounting Society has proposed to the CSU that the JMAS Tax Clinic be used to empower students to learn how to prepare tax returns. Furthermore, they explained that due to the remote setting, filing students’ tax returns on unsecure networks would infringe on students’ private information.
  - o The Finance Committee approved to extend the JMAS Tax Clinic contract an additional 3 years with a total of \$8,000/year.
- **Homeless Prevention Center:** An initiative spearheaded by the Sustainability Coordinator that focuses on homelessness in Montreal, particularly students.
  - o A total of \$6,000 was funded from the CSU Operational budget
- **Feminine Hygiene Products:** Every year, the CSU hands out feminine hygiene products; however, the applications have increased with the pandemic. Therefore, the Sustainability Coordinator requested an increase in funds.
  - o A total of \$12,000 was approved and a new GL was created to ensure future executive teams continue this initiative.
- **Bursaries:** The Sustainability Coordinator requested that more bursaries be distributed back to students considering the COVID-19 pandemic.
  - o A total of \$50,000 from the CSU Operational budget was approved to distribute bursaries of \$500 to 100 Concordia Students.

- **SAF Living Lab Project:** view [here](#) for more information.
  - o A total of \$50,000 from the CSU Operational budget was approved.
- **Sustainability Ecosystem:** An initiative that empowers students with internship opportunities and industry knowledge in Sustainable Investing. The program is managed by a Concordia Professor. View [here](#) for more information.
  - o A total of \$40,350 was approved from the CSU Operational budget and an additional \$5,000 contingent on the Fall semester being in-person.
- **Space Concordia:** Space Concordia has attended a Finance Committee meeting and requested \$120,000 to fund their projects such as the rocketry division and many more.
  - o A total of \$20,000 was approved from the CSU Operational budget and an additional \$40,000 was funded through the Endowment Fund as a loan with a 5-year term.

As of April 23<sup>rd</sup>, there are more initiatives that will be attending Finance Committee meetings for funding; therefore, I expect the total allocated amount to increase by the end of the fiscal year.

## CSU Human Resources

*Written by Daniel Amico, Internal Affairs Coordinator*

At the beginning of the mandate, the Employers pause on hiring new employees given the uncertainty of COVID-19. Once our financials were clear mid-summer, the hiring process resumed for departments that needed new employees. All the hirings have been done in collaboration with CUPE Local 4512 and gave the Executive team the opportunity to meet exceptional students who were qualified and passionate about supporting the CSU and fellow students. Though there was some reshuffling with employees (transferring to different departments), we were happy to see new faces added to the team. Each hiring had a committee made up of two (2) executives and two (2) CUPE employees, usually from the department that was hiring. We are lucky to be working with such talented and devoted staff who give their full commitment to the student body. We thank the people who have graduated or moved on for doing outstanding work for the CSU and welcome the new additions to the team!

Below is a list of the ten (10) new student positions hired, excluding staff transfers:

*Campaigns Assistants (2)*

*Clubs Administrator (2)*

*Designer (1)*

*Receptionist (1)*

*Legal Information Clinic Assistant Manager (1)*

*Legal Information Clinic Project Manager (1)*

*Student Advocacy Assistant (4)*

# Elections

## Fall 2020 By-Elections

*Written by Isaiah Joyner, General Coordinator*

The By-Elections of 2020 did not go completely according to plan, but we were able to adapt to the ad-hoc issues and make it a success. Due to an unforeseen issue, there had been two referendum questions that were omitted from the ballot by accident. Considering the timing and circumstances, the executives were able to issue an executive decree to issue a separate ballot to rectify the situation. Voter turnout was 17.8% (5799) for the regular ballot and 8.8% (2872) for the additional ballot. Looking at some historical figures, in 2019 we had total of 30712 possible voters in By-Election while this year we had 32548. This year's By-Election has broken the record for highest turnout which had been set during the 2019 By-Elections at 16.6 (5167). This is nice to see considering the dip to 5.6% (1731) we saw in last year's General Elections and the fact that we had to appoint and train a new CEO/DEO(s) in a short amount of time. With the effects of COVID-19, Policy committee was tasked with updating the Elections and Referenda policy to allow us to hold completely remote elections. With that set-in place and the experience, the CEO has gained over this election, we hope to see an even greater turnout for the upcoming general elections.

This year has not been easy for student leaders and we saw various resignations from councilors, which opened a total of nine seats for the By-Election. Out of the nine seats eight were filled leaving one vacant seat in Arts & Science Faculty. Furthermore, looking at the ballot(s) one could say that they were very extensive due to a previous referendum question that forced positions within the positions book to "expire" causing them to have to be voted on again. This led to the ballot having an abnormal amount of questions coupled with a few new fee levy questions and questions sent by council itself. Below is the list of all [19](#) referendum questions that were on the ballot and list of councilors who won for the 2020 By-Election.

### List of Elected Councilors in 2020 By-Election

Councilor	Faculty
<b>Debra Irabor</b>	<b>Arts &amp; Science</b>
<b>Nicole Nashen</b>	<b>Arts &amp; Science</b>
<b>Brandon Grimaldi</b>	<b>Arts &amp; Science</b>
<b>Wyatt Niblett-Wilson</b>	<b>JMSB</b>
<b>Shlomo Tanny</b>	<b>JMSB</b>
<b>Phineas Ambrose Savchenko</b>	<b>Fine Arts</b>
<b>Sean Howard</b>	<b>GCSE</b>
<b>Alexander Stojda</b>	<b>GCSE</b>

## List of 2020 By-Election Questions and Results:

Q1. **Proctoring:** Do you believe Concordia University should end the use of intrusive online proctoring software?

**YES 4901 (88.9%)**

**NO 552 (10.1%);**

Q2. **Pass/Fail:** Do you believe Concordia University should implement the pass/fail option for this academic year?

**YES 5020 (91.5%)**

**NO 466 (5.5%);**

Q3. **Tuition:** Do you believe Concordia University should reverse the recent tuition hike and reduce tuition further for all students?

**YES 5364 (96.6%)**

**NO 183 (2.9%);**

Q4. **Workload:** Do you believe Concordia University should have professors make more balanced workloads for this academic year?

**YES 5295 (96.6%)**

**NO 189 (3.4%)**

Q5. **Accessibility:** Do you believe Concordia should channel more efforts and resources directly to disabled students, immunocompromised students, students with mental health issues, and students with various accessibility concerns so their learning environments are optimised?

**YES 4913 (97.2%)**

**NO 142 (2.8%)**

Q6. **Sports Shooting Association:** Given the request from the newly formed Concordia Sports Shooting Association to be recognized as a CSU club, do you approve of this club to be formally recognized as a CSU club?"

**YES 1771 (57.8%)**

**NO 1291 (42.2%)**

Q7. **Position of Education Quality and Tuition:** The CSU opposes the privatization of the academic sector. The CSU also opposes any increase in tuition fees and obligatory institutional fees (FIOs) for all students, whether Quebec residents, out of province, or international. The CSU also supports high quality, universally accessible postsecondary education as a human right and believes that the University should formally commit to offering high-quality education to all students at Concordia. The CSU believes that high-quality education includes formal collaboration between the University, student groups and external organizations, including granting credits to students for their hands-on work outside of the classroom.

**YES 3613 (95.6%)**

**NO 167 (4.4%)**

**Q8. Position on Student Parents:** *The CSU strives to implement policy that recognizes and supports the unique needs of those in unique circumstances, including but not limited to this list: student parents who are single, indigenous, queer, trans, disabled, racialized, of a lower socioeconomic status, and international student parents, due to additional barriers faced by these groups both institutionally and societally. The CSU calls on Concordia University and all levels of government to recognize and address the challenges student-parents face at the university in regards to their academics, financial security, and community involvement.*

**YES 3392 (94.0%)**  
**NO 216 (6.0%)**

**Q9. Position on University Governance:** *The CSU believes every department at the University should have at least one (1) student association representative sitting on its departmental council; student representatives should have full speaking, voting and moving privileges as full members of council. The CSU will take whatever measures appropriate to ensure adequate student representation on all University bodies.*

**YES 3809 (96.6%)**  
**NO 134 (3.4%)**

**Q10. Position on Intersectional Feminism:** *The CSU recognizes that intersectional identities create different marginalized experiences and that women and gender non-conforming people experience barriers based upon class, ability, race, gender expression, religion, ethnicity, etc. The CSU respects perspectives and values the representation of women and gender non-conforming folks who are Black, Indigenous, and People of Colour. The CSU shall therefore operate in ways that empower those mentioned above. The CSU also recognises the importance of listening and recognising all identities and recognizing the different barriers that each face. The CSU supports the inclusion of the “Centre for Gender Advocacy” in any University committee, working group, task force, or other deliberative body that reviews or engages with topics of sexual assault, sexual harassment, gender-based harassment or violence. The CSU encourages an intersectional feminist approach towards all future endeavours and therefore supports that priority be given to someone who has lived experience at the intersection of different systems of oppression in roles that demand in.*

**YES 3315 (89.2%)**  
**NO 401 (10.8%)**

**Q11. Position on Indigenous Rights:** *The Concordia Student Union stands in solidarity with Idle No More, its legitimate treaty-based concerns, and its efforts to create change through the facilitation of much needed nation-wide popular education regarding the plight of Indigenous peoples in Canada. The CSU, at all future meetings of Council, must begin with a statement of formal recognition that Concordia University is located on Kanien’kehá:ka (Mohawk) land. The CSU will also work with the Concordia University administration towards integrating sustainability and indigenous studies courses in all undergraduate programs.*

**YES 3672 (92.4%)**  
**NO 303 (7.6%)**

**Q12. Position on Anti-Racism / Diversity and Inclusion:** *The CSU calls for respect and kindness towards all religious and cultural minorities in our community and calls on the Concordia University community to foster a safer and more inclusive space for people of all cultures and religions as an act of solidarity internationally and equal opportunity for all. In coherence with this devotion the CSU opposes the rise of fascism and its current manifestations through white supremacy. The CSU supports anti-racist work on campus and in the broader community by actively identifying and challenging racism, and changing systems, organizational structures, policies, practices and attitudes with the goal of establishing greater equity. The CSU also denounces government legislation such as The Charter of Values, Bill 21, and all other laws which prohibit individual freedoms and the rights of religious and cultural minority groups. The CSU recognizes that systemic racism differs from individual acts of racism by the presence of systemic policies, practices and economic and political structures which place minority racial and ethnic groups at a relative disadvantage.*

**YES 4051 (94.8%)**

**NO 221 (5.2%)**

**Q13. Position on Antisemitism / Holocaust denial:** *The CSU opposes antisemitic rhetoric and culture present at Concordia University and within the Montreal community. The CSU opposes Holocaust denial, being the act of denying the existence of the Holocaust. The CSU also opposes antisemitic remarks and harassment and calls on all levels of government to recognise and address the challenges that Jewish people face not only within the boundaries of the school, but within the Jewish community at large.*

**YES 3726 (96.0%)**

**NO 157 (4.0%)**

**Q14. StudentCare Question:** *Do you support the implementation of Studentcare’s integrated virtual telemedicine service for all Concordia University undergraduate students, and implementation of a \$19.52 per semester starting in January 2021? Students will be able to opt-out of the service and fee during a designated opt-out period independent of the main plan in the Fall and the Winter.*

*Option Votes*

**YES 2883 (73.8%)**

**NO 1022 (26.2%)**

**Q15.** *Do you agree to change the fee levy for CJLO 1690AM from \$0.34 per credit to \$0.43 per credit, annually adjusted to the Consumer Price Index of Canada, to be collected from all CSU members? The fee levy will be effective with the Winter semester of 2021 (2020/4) and billed in accordance with the university tuition billing and refund policy.*

**YES 1967 (58.8%)**

**NO 1378 (41.2%)**

**Q16. Mental Health Question:** *Do you support the CSU working towards the creation of a new service dedicated to supporting the mental health of students?*

**YES 4617 (96.8%)**

**NO 154 (3.2%)**

**Q17. Council Composition:** *Do you support the CSU investigating the adoption of an undergraduate representative council distributed proportionally among the faculties with specified seats allocated for minority groups?*

**YES 3459 (89.0%)**

**NO 429 (11.0%)**

**Q18. Police Brutality:** *The CSU opposes all forms of police brutality and expresses solidarity with the Black Lives Matter movements across North America. The CSU recognizes systemic racism and White supremacy as monumental viruses within society and condemns the recent killings of Black and Indigenous people at the hands of police officers in Canada and the United States. The CSU recognizes its racially-diverse student population and how police violence and racial profiling experiences affects their educational experience and mental health. Thus, we advocate for their safety and security to ensure a safe, enriching university environment. The CSU condemns the current lack of momentum surrounding conversations of systemic racism and police violence in Montreal. The CSU will engage with the Concordia University administration on its security relationship with the SPVM, its lack of accountability to anti-Black policing on campus and how Concordia can tangibly ensure a safe campus for Black, Indigenous and students of colour. 12.1 The CSU condemns the police brutality that occurred during the 1969 Computer Centre Occupation which resulted in the death of Coralee Hutchinson and commits to acknowledging the university's role in the violence. 12.2 The CSU condemns the police brutality that occurred during the student strike of 2011-12. [Adopted May 9, 2012] 12.3 The CSU presses the government of Quebec to open an independent inquiry into the police's violent suppression of dissent throughout the course of the student strike of during the student strike of 2011-2012. [Adopted May 9, 2012] 12.4 The CSU stands in solidarity with the Black Lives Matter movement in its condemnation of rampant anti-Black, anti-Indigenous police violence resulting in the deaths of Breonna Taylor, George Floyd, Anthony Griffin, Regis Korchinski-Paquet, Bony Jean-Pierre, and Walter Wallace amongst all victims reported and unreported. 12.5 The CSU commits to pressuring the administration to remove its relationship with the SPVM to remove police presence on campus, with the exception of overwhelmingly life-threatening incidents (e.g. Bomb threats). 12.6 The CSU condemns the police brutality enacted on protestors during the Montreal Black Lives Matter Protest on June 1, and the continuous overbearing police presence for all Black Lives Matter, police brutality and Indigenous rights-related demonstrations and protests. 12.7 The CSU calls on the City of Montreal to implement measures by the SPVM that could be used to document and reduce discriminatory police stops of Indigenous and racialised persons. 12.8 CSU stands in favour with defunding and abolishing the SVPM, so as to redirect those financial resources to areas such as healthcare, mental health, housing, education, jobs, and restorative-justice models that better suit the needs of our communities.*

**YES 2135 (85.8%)**

**NO 354 (14.2%)**

**Q19. LGBTQIA2 + POSITION:** *The CSU is supports equality for members of the LBGTQIA2+ community within our union, the university and the community at large. The CSU opposes any discrimination based on one’s sexual orientation, gender identity or gender expression. The CSU supports and encourages the creation of government legislation that promotes equality and protects gender minority and LGBTQIA2+ members.*

**YES**      **2275 (91.0%)**

**NO**        **226 (9.0%)**

## Winter 2021 General-Elections w

*Written by Isaiah Joyner, General Coordinator*

It seems like it is impossible to have CSU elections go completely according to plan and unfortunately the General Elections of 2021 were no exception. However, as always, we were able to adapt to the ad-hoc issues and complete the set-out objectives. Voter turnout dipped back down 4.8% (1536) for this election. The low turnout can be attributed to some technical issues that happened on the first day which required the CEO to resend the ballot shortly after launching the first day. Once again, we saw an unopposed executive team and 27 of the 30 council seats have been filled. There were no candidates for the Senate or the Concordia Board of Governor Alternates, which means next year’s appointment’s committee will need to appoint those positions over the summer. There were seven referendum questions which appeared on the ballot pertaining to various subjects.

### List of Elected Executives in 2021 General Elections

Candidate	Executive Position
Eduardo Malorni	General Coordinator
Hannah Jamet-Lange	Academic & Advocacy Coordinator
S Shivaane	Loyola Coordinator
Aria Khaksar	Finance Coordinator
Malcolm Asselin	Student Life Coordinator
Harrison Kirshner	Internal Affairs Coordinator
Camina Harrison-Chéry	External Affairs & Mobilization Coordinator
Faye Sun	Sustainability Coordinator

## List of Elected Councilors in 2021 General Elections

Councilor	Faculty
Sarah Bubenheimer	Arts & Science
Edel Kilkenny-Mondoux	Arts & Science
Shania Bramble	Arts & Science
Nicole Nashen	Arts & Science
Boutaina Chafi	Arts & Science
Nathaniel Ouazana	Arts & Science
Alina Murad	Arts & Science
Christopher Djesus Vaccarella	Arts & Science
Ikrame Housni	Arts & Science
Lily Charette	Arts & Science
Benjamin Harvey	Arts & Science
Calvin Clarke	Arts & Science
Brandon Grimaldi	Arts & Science
Lauren Perozek	JMSB
Emmanuel Gaisie	JMSB
Olivia Lafreniere	JMSB
Pierre Bonneau	JMSB
Jeremy Deneault	JMSB
Howard Issley	JMSB
Noah Mohamed	JMSB
Samuel Thibodeau	Fine Arts
Kayla Charky	GCSE
Anaïs Gagnon	GCSE
Ariane Drouin	GCSE
Marissa Profetto	GCSE
Paula Colmenares	Independent
Tzvi Hersh Filler	Independent

## List of 2021 By-Election Questions and Results:

**Q1. Positions Book Reform:** *Currently, all CSU positions voted by the student body are set to expire every 4 years due to a previously passed referendum question. This leads to lengthy ballots because previously voted on positions must be re-voted on. This includes positions on anti-racism, student rights, migrant rights, LGBTQIA2+ rights, climate change, tuition and mental health that had to be re-voted on.*

*Note: Any individual position can still be re-sent to referendum independently and be re-voted by the students.*

**Do you support eliminating the 4-year expiration policy on current and future positions?**

**YES 657 (62.3%)**

**NO 398 (37.7%)**

**Q2. CEED Referendum Question:** Do you agree that the fee levy of \$0.35 per credit presently charged to all undergraduate students and allocated to CEED Concordia (formally known as the “Concordia University Volunteer Abroad Program”), a non-profit student-run organization, for the purposes of:

*expanding Concordia’s campus in Uganda, East Africa, allowing students from all four faculties to participate in volunteer activities at these new campuses*

be used in the future for the purposes of:

*expanding Concordia’s footprint in developing countries, allowing students from all four faculties to participate in experimental learning activities at these new campuses”*

**YES 634 (64.8%)**  
**NO 344 (35.2%)**

**Q3. Student Building Referendum Question:** *The Concordia Student Union has been dedicated and committed for over two decades to build and operate its own student center/building. A fee levy was established in 1990’s to make this project a reality. Several universities in North America have already acquired similar student spaces such as UBC and University of Toronto, Talks and negotiations have been ongoing with Concordia University to develop such a center in the SGW area. The land area cannot be divulged at this time due to confidentiality agreements. However, this site is outstanding.*

*The center would provide Concordia undergraduates with their own dedicated space for events, social gatherings, and new services. Included, would be new quality spaces for Clubs and Associations, an auditorium and additional state of the art study spaces. The space would provide the CSU with an additional 40,000 sq/feet of space for undergraduates. Do you support eliminating the 4-year expiration policy on current and future positions?*

**Do you agree to mandate the CSU to continue to negotiate with Concordia for the realization of this generational project?**

**YES 936 (84.9%)**  
**NO 167 (15.1%)**

**Q4. Modification to CSU's By Laws:** *Amendment to the CSU By-Laws as adopted in December 2011 and amended in March 2013, November 2013, March 2014, March 2015, November 2015, November 2016 and March 2017 (the “By-Laws”).*

*RESOLUTION – Amendment to By-Laws*

*Amendments to the By-Laws require the approval by two-thirds majority vote of the Council of Representatives and shall be in force and effect only after having been confirmed by a simple majority of a quorum of the members voting in a referendum.*

*WHEREAS the Sexual Violence and Safer Spaces Policy was passed by Council on April 10, 2019 (the “Policy”);*

*WHEREAS the Code of Conduct (“Code”) was modified in order to include provisions relating to the Sexual Violence and Safer Spaces Policy on April 10, 2019;*

WHEREAS it is desirable that the By-Laws be amended to ensure enforceability of the Code and of the Policy and more precisely to ensure enforceability of the sanctions provided thereunder while maintaining the adaptability of the Code and of the Policy in light of the rapidly evolving social context.

THEREFORE BE IT RESOLVED:

1. That the By-Laws be amended as follows:

i) by adding the following paragraph f. to Section 8.2 (Judicial Board – Powers and Tasks): “f. when authorised under a policy or by the Code of Conduct enacted by the Council of Representatives and within the limits set forth in such policy or Code of Conduct, impose sanctions and/or recommend removal from office of a CSU Representative.”

ii) by adding the following Section 10.6 to Article 10 (Removal from Office)

“ FURTHER TO A RECOMMENDATION OF THE JUDICIAL BOARD OR OTHER COMMITTEE 10.6 Provided removal from office is a sanction contemplated in a policy or in the Code of Conduct enacted by the Council of Representatives, if the Judicial Board or other committee so empowered by such policy or Code of Conduct (“Committee”) determines that a Representative or an Executive (“Respondent”) committed a misconduct under such policy or under the Code of Conduct and determines that the appropriate sanction for such misconduct is removal from office, then, provided the Committee’s decision is final, the Committee shall prepare and present to the Council of Representatives a report of its findings and recommended sanctions. Such report shall be presented at the next meeting of the Council of Representatives. A copy of the report shall be provided to the Respondent at least five (5) business days before the meeting of the Council of Representatives. During the meeting, the Respondent shall be given the opportunity to make representation with respect RSS 6354726v2 to the recommendations of the report as to their removal from office. After addressing the Council of Representatives, the Respondent shall leave the room for the remainder of the deliberations. The meeting of the Council of Representatives is held in closed session; the deliberations and the report shall be kept confidential. The recommendation of the Committee may be adopted, and the Respondent removed from office, by a two-thirds majority vote of the Council of Representatives. If the Council of Representatives does not adopt the recommendation as to the removal from office, then the appropriate sanction (other than removal from office) shall be determined by the Committee, unless the Committee provided for alternate sanctions in its report, in which case such alternate sanctions shall apply immediately. The Committee may suspend from their office the Respondent, who shall continue to receive their salary, as applicable, until such time the outcome of the vote of the Council of Representatives is known. The Respondent shall be immediately informed of the outcome of the vote. A Respondent who has been removed from office under this Section 10.6 shall no longer be eligible to run for office as Representative or as Coordinator.”

2. That the foregoing Amendments to the By-Laws be in full force and effect upon confirmation by a simple majority of a quorum of members voting in a referendum;

3. That the foregoing Amendments to the By-Laws be submitted for confirmation to the vote of the members by way of a referendum to be held on March 16th, 17th and 18th, 2021.

YES 658 (80.6%)

NO 158 (19.4%)

**Q5. Concordia Student Union Student Advocacy Centre:** Do you agree to increasing the CSU Student Advocacy Centre's fee-levy to \$0.40 per credit (an increase of \$0.10 per credit from \$0.30 per credit), to be implemented with registration for the Fall 2021 (2021/2) term, in accordance with the University's Fee Payment, Refund and Withdrawal Policy in effect at the time and to be subsequently indexed annually to inflation in accordance with the Consumer Price Index, effective Fall 2022?

Agreeing to this question means you consent to amending the CSU's Special Bylaw I to reflect this change.

Note: Should this pass, this will cause a change in this student fee charge of 0.30\$ per 3 credit course, meaning it will go from 0.90\$ to 1.20\$ per 3-credit course. This charge cannot currently be opted out from.

**NO 616 (50.9%)**

**YES 595 (49.1%)**

**Q6. Concordia Student Union Legal Information Clinic:** Do you agree to increasing the CSU Legal Information Clinic (LIC)'s fee-levy to \$0.27 per credit (an increase of \$0.10 per credit from \$0.17 per credit), to be implemented with registration for the Fall 2021 (2021/2) term, in accordance with the University's Fee Payment, Refund and Withdrawal Policy in effect at the time and to be subsequently indexed annually to inflation in accordance with the Consumer Price Index, effective Fall 2022?

Agreeing to this question means you consent to amending the CSU's Special Bylaw I to reflect this change.

Note: Should this pass, this will cause a change in this student fee charge of 0.30\$ per 3-credit course, meaning it will go from 0.51\$ to 0.81\$ per 3-credit course. This charge cannot currently be opted out from.

**YES 638 (53.5%)**

**NO 554 (46.5%)**

**Q7. Concordia Student Union Off-Campus Housing and Job Resource Centre** Do you agree to increasing the CSU Off-Campus Housing and Job Resource Centre (HOJO)'s fee-levy to \$0.26 per credit (an increase of \$0.02 per credit from \$0.24 per credit), to be implemented with registration for the Fall 2021 (2021/2) term, in accordance with the University's Fee Payment, Refund and Withdrawal Policy in effect at the time and to be subsequently indexed annually to inflation in accordance with the Consumer Price Index, effective Fall 2022?

Agreeing to this question means you consent to amending the CSU's Special Bylaw I to reflect this change.

Note: Should this pass, this will cause a change in this student fee charge of 0.06\$ per 3 credit course, meaning it will go from 0.72\$ to 0.78\$ per 3-credit course. This charge cannot currently be opted out from.

**YES 600 (51.3%)**

**NO 569 (48.7%)**

# GSA-CSU Advocacy Centre Contract

Written by Sarah Mazhero, Academic & Advocacy Coordinator

There has been a long-standing issue pertaining to the graduate students using the services of the CSU that are not provided by the GSA. This has led to certain agreements and contracts being formed in exchange for access to certain CSU services. Negotiations between the CSU and the GSA for a new contract to operate the GSA Advocacy Centre have ended. The resolution to the negotiations of the contract was done and finalized September 2020.

On December 18, 2020 we received **\$43,000.00** for GSA advocacy support. The funds were transferred into our account.

Fund	Orgn	Acct	Prog	Tran Date	Actv Date	User ID	Document	Description	Amount
A00001	AG1018	77140	AGEN	18/12/2020	12/01/2021	NBLAIS	RSS17095	GSA ADVOCACY CENTRE 1ST PAYMENT	43,000.00

## CSU Services

### Advocacy Centre

Written by Sophie Stone, Manager of CSU Advocacy Centre

#### Mandate

The CSU's Advocacy Centre (AC) provides information to students on their rights as students here at Concordia University. The Advocacy Centre assists and represents students in disciplinary interviews and hearings in the application of Concordia's Code of Right and Responsibilities and Concordia's Academic Code of Conduct. 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. In general, the standard services offered are grouped into six (6) categories: Academic Misconduct, Code of Rights and Responsibilities, Hearings, Student Requests & Readmission, Complaints and General Consultations.

#### Important Business

##### Working Remotely during Covid-19

The AC continued to operate at virtually full capacity while working remotely. Staff required both hardware and software assistance given the RAM-dense apps that we use for work. Many staff are working on CSU laptops, monitors, keyboards and mouse. Software like Adobe Acrobat Pro DC and DocuSign were essential in the absence of in-person meetings and scanners/printers.

As all the part-time staff are full-time students, being in Zoom/Teams all day, 5 days a week, has definitely taken its toll, not to mention that the simple fact of being remote has meant some university procedures slowed down which then slowed down procedures on our end, making cases take longer to close which then eats at the overall time to available to assist other students because of all the follow-ups.

To that end the CSU agreed to hire more student advocates and in the Fall 2020 semester at least we had eight (8) undergraduate student advocates so that individuals' workloads could be managed.

Of greatest note, however, has been the upsurge of academic misconduct incident reports submitted at the University which has caused at least two (2) faculties to date, Arts & Science and School of Graduate Studies, to hire an extra Code Administrator in order not to fall behind on interviewing students regarding their incident reports. The AC Manager has joined Concordia's Advisory Committee on Academic Integrity which was formed in April 2021 and will be meeting throughout the Spring Semester to discuss how students might be better assisted and made more aware to better resist committing academic misconduct.

### *CRM*

The new CRM went live in June 2020. All student communications now go through the CRM. The AC was very lucky and fortunate that the CRM was almost ready before the pandemic shut down the in-person services. It is a large part of why the AC has been able to maintain all its regular services and keep track of all of its cases effectively while working remotely. However, the task of uploading cases from the old CRM to the new one has been very slow as has being able to the more service-specific (as it is used by all 3 CSU Services) features that would better assist the AC staff in searching the CRM, because the AC's workload since the pandemic. There is a definite backlog that the AC is hoping to get through this Summer 2021.

### *Graduate Fee-Levy*

The CSU renewed their agreement to offer advocacy services to graduate students for another two (2) years until August 31<sup>st</sup>, 2022.

### *Academic Code of Conduct Review*

The Academic Code of Conduct was expected to go under review this year or early next year. The Covid-19 lockdown may slow down this process. The AC is still waiting to find out when this review will begin and will work closely with the Academic and Advocacy Coordinator at the CSU to prepare for this. Code reviews have typically never taken less than a year to complete.

### *Hiring*

The CSU hired two (2) extra student advocates in Summer 2020 to help manage the AC's workload while working remotely.

Many AC staff are graduating this year, though, therefore, the AC is experiencing a higher than normal turnover and will have to fill about 70% of its staff positions after the Winter Exam session has ended. New staff need to be trained in time for the outgoing staff's departures.

### *Projects (On Hold Since COVID-19)*

- Online Presence: Due to not only to a high number of cases, but also the higher complexity of many cases since the pandemic (as also seen by the University side of these cases), creating online content was not a priority and so very little was posted.
- Class Presentations: Class presentations were halted again when the Concordia and the CSU started operating remotely because of pandemic-related restrictions. The AC is preparing for activities to resume in-person during the Fall 2021 semester and depending on how long before the beginning of the Fall semester the CSU would be allowed to start working on campus again, we would then hopefully plan to resume class presentations.

## 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 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, there are about 300 incoming clients annually for legal information and assistance with 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 CSU Campaigns or other CSU departments.

### *Summary of Activities since May 2020 – April 2021*

Due to the present pandemic, the LIC has been prompted to an online working environment. Initially, it caused several immediate challenges such as the transition to a new CRM in Salesforce, lack of protocols and policies reflecting the change to only online consultations and virtual working environment, remote training of new staff and volunteer law students, etc. etc.

A major project over the past summer was the migration of all the LIC case data from our old Penelope CRM to SharePoint and subsequently, the current Salesforce CRM that launched in June 2020. All cases since September 2020 exist entirely on the new Salesforce CRM, but transferring the case details and case results of all cases on the old CRM (2016-2020) is quite a lengthy process since our main priority remains assisting students whose needs are immediate.

Mentioned hereinbelow are a few of the LIC's activities during the period May 2020- April 2021. The impact of Covid-19 has definitely influenced the type of legal information and assistance requested by students:

- CSU and CRARR campaign to develop fast-track support for students who face COVID-19 related discrimination or hate crimes based on race and other grounds, especially Asians and international students who are particularly vulnerable.
- One issue that is of major concern is the abusive racial profiling and application of the social distancing order by the police and the draconian \$1,550 fine that can disproportionately affect students.
- May 29<sup>th</sup>, 2020 In the context of the rise of anti-Asian hate incidents since the start of the pandemic, LIC partners with other community groups to pressure the City of Montreal to pass a

Motion to denounce acts of hate, racism, and violence directed at persons of diverse Asian origins in Montreal.

- June 15, 2020 – Following the decision of the Quebec Human Rights Commission strongly criticizing Concordia University for its handling of sexual violence cases, the CSU, assisted by the LIC demands the University to:
  - 1) Create a truly stand-alone, survivor-centric, and trauma-informed Sexual Violence Policy.
  - 2) Provide free, adequate mental health resources to complainants under this policy.
  - 3) Ensure proper training and make sure to hold all students, staff, faculty and community members accountable
  - 4) Ensure that the policy covers complaints of online sexual violence. These demands are only a starting point and may need to be modified in order to better ensure the health and welfare of survivors, but by fulfilling them, Concordia will take steps toward preventing individuals from being retraumatized by the process of filing their complaint.
- Bike Rights Campaign during Fall Orientation 2020, to sensitize and encourage students about updated bike laws, bikers' rights, and the function of the Legal Information Clinic.
- Stopped by the Police? Know Your Rights! An online workshop co-organized with CSU Campaigns about protests, tickets and rights in preparation for BLM and other social justice protests.
- Critiquing the shortcomings in Concordia's newly developed policies on Sexual Violence and Equality, Diversity and Inclusion, especially its lack of in-depth consultation of the student groups working or impacted by these issues.
- September 16, 2020 – Press release and public critique of the exclusionary and flawed process of Concordia on its Equity, Diversity and Inclusion (EDI) Plan, chaired by Lisa Ostiguy, Special Advisor to the Provost on Campus Life. CSU and other student associations were not fully included in the year-long process to prepare this plan, which focuses on the university's policy and processes; hiring, training and education; leadership and university responsibility, and campus culture. Worse, a general review of the Working Group's 32-page report and recommendations reveals serious flaws and omissions that can and will affect the credibility of the Plan. For instance, measures related to recruitment and retention fail to refer the Quebec's mandatory employment equity act (*Act respecting Equal Access to Employment in Public Bodies*), which requires, among other things, Concordia, like all other universities, to identify and remove systemic barriers to equitable representation of women, Indigenous people, visible minorities, ethnic minorities and people with disabilities in different job categories.
- September 2020- public critique of the lack of diversity, essential training and expertise of the Student Tribunal and Chair in dealing with survivors of sexual violence, racism and other forms of trauma.

- December 14, 2020- In view of the social and economic impact of increasing anti-Asian hate incidents since the start of the pandemic, LIC partners with other community groups to pressure the City of Montreal to pass an Official Statement of Support, Acknowledgement and Solidarity with Montreal Chinatown.
- Annual Interfaith Commemoration of the Massacre at the Centre Culturel Islamique de Quebec. Hosted on January 29<sup>th</sup>, 2020 this event united representatives from diverse religious and racialized communities including Indigenous people to stand in solidarity against islamophobia and hate crimes. Co-organized with CRARR in collaboration with Multi-faith and Spirituality Centre of Concordia, the Interfaith Commemoration featured messages by Rabbi Ellen Greenspan, Temple Emanu-El-Beth Sholom, Vicky Boldo, Elder and Cree/Métis Cultural Support Worker, The Otsenhákta Student Centre, previously known as the Aboriginal Students Resource Centre, Rev. Ellie Hummel of the Multi-faith and Spirituality Centre and Ehab Lotayef of the Muslim Awareness Week. Gospel singer Amanda Benn delivered the closing hymn. The theme this year was *Hate and Intolerance in times of the pandemic*.
- March 18<sup>th</sup> 2021 Community Groups Join Montreal City Councillor Marvin Rortan To Call On The Montreal Police (SVPM) To Set Up Adequately Staffed Hate Crime Unit.  
At a press conference, diverse community groups that included B'nai Brith, the Canadian Council of Muslim Women, the Centre communautaire LGBTQ+, Concordia Student Union, Federation of Filipino Canadian Associations of Quebec and the West Island Black Community Association, joined in the call for a more effective SPVM Hate Crimes Unit for the City of Montreal. The motion also asks that the proposed and adequately staffed SPVM Hate Crime Unit “be staffed with trained officers who possess the necessary cultural and linguistic competencies to communicate and work with [...] diverse communities most vulnerable to hate crimes in Montreal” and that a Hate Crime Report, comprised of data on hate crime offences be disseminated annually.
- March 17, 2021 Organized with CSU Campaigns online a Black Lives Matter (BLM) conference Fighting Against Racism in Quebec & What Students Can Do with Tamara Thermitus, a renowned, award-winning lawyer, leading member of the Department of Justice Canada’s Advisory Committee on Visible Minorities, a former president of the Quebec Bar’s Committee on cultural communities, and was the negotiator in Chief of the Truth and Reconciliation Commission of Canada. Her unique insight as a Black female lawyer with more than 30 years of experience in the fight against discrimination through her activism and policy work with the justice system in Quebec is inspirational.
- Anti-Asian Hate Protest 21 March, 2021: Co-organizing with community groups, providing legal information support and accompaniment of thousands of Concordia students and community participants on international anti-discrimination day.

- A free online information session on April 16, 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.
- Throughout May 2020- April 2021, the LIC continued to pursue many activities related to immigration law and the plight of international students. These activities and online information sessions were particularly relevant during the past year due to the continuing uncertainty regarding the provincial CAQ government's new immigration legislation and policies, which could affect the status of Concordia's international students.
- GSA Fee Levy Campaign: Presently the LIC is mandated to provide services to only undergraduate students who fund the LIC through a fee levy. Nonetheless, graduate students consistently require and request services with our law student volunteers. The LIC continues campaigning the GSA to contribute a fee levy toward the LIC in order to open our services to graduate students.
- Throughout 2020-2021 the LIC with community partners campaigned against COVID-19 discrimination, to better inform and support the University's undergraduate population, and to protect their well-being, safety, and civil rights.

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

*Written by Leanne Ashworth, HOJO Manager*

## *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. We encourage a proactive approach towards finding safe and affordable housing, part-time and summer employment.

## *CSU Off-Campus Housing and Job Resources Centre Summary of 2020-21 Year*

2020 was a year of change for HOJO in the way we delivered our services to students and community members. This year we pivoted to becoming an online service due to the necessity of working entirely from home and because of this, we are happy to report our service has become more accessible in a way we never before considered.

This year for the first time we began meeting with students via virtual appointments. Beginning in the spring, many international and out-of-province students were leaving or had left the province and were able to meet with staff online to deal with concerns around end-of-lease issues like unresolved cancellations, sublets, transfers, and joint tenancy concerns. This new way of communicating allowed us to assist students in different time zones, sometimes thousands of miles away in resolving their issues.

Spring 2020 was unlike any other at the HOJO. Normally as the warmer months approach, students begin looking for summer jobs or internships, they might be newly admitted to the school and visiting Montreal for the first time to check out the city and some apartments, or they could be looking to move in with friends or change neighborhoods for July 1<sup>st</sup>. Before Covid-19 hit, there was plenty of news that Montreal was heading towards a rental crisis, this didn't fully materialize in 2020 as expected, due in part, to the empty apartments that remained after the student exodus from the city that took place when the universities ceased in-person classes, and to a lack of tourists occupying short term rentals in the high season, which led to a higher-than-normal vacancy rate especially in the downtown areas.

Throughout the first province-wide shutdown, governments were rolling out and modifying regulations and programs for people in need of financial assistance due to sudden job loss. We learned about and informed students of the programs they could be eligible for and assisted many in applying for the Canadian Emergency Relief Benefit (CERB), the Canadian Emergency Student Benefit (CESB), The Quebec Incentive Program to Retain Essential Workers (IPREW), the Canada Recovery Sickness Benefit (CRSB) as well as Concordia Universities emergency funding and CSU's emergency assistance.

This year a large number of students were unable to find work as service industry jobs that hire students each year were severely restricted in their operating hours if not completely closed. Those with jobs had concerns about health and safety in the workplace as it related to working closely with others and their employer's responsibility to protect workers from customers. A variety of new questions came up due to the pandemic. It was an anxiety-provoking uncertain time for many.

In terms of apartment hunting, fewer students than usual moved within the city, as the province shut down everything and word went out that universities would be online for the fall 2020 semester, fewer still made plans to move to Montreal. The Régie du logement issued guidance to tenants and landlords on safety and apartment visitations, discouraging groups from visiting apartments, and insisting two meters of distance be kept between all parties when visiting apartments. Usually, HOJO would discourage students from signing leases without first visiting in person as you can't fully check for hidden issues including vermin and mold through photographs, however, due to the nature of COVID -

19, we redeveloped our list of best practices to help students be as safe as possible in their search. Recorded and live virtual tours became acceptable safer alternatives for prospective tenants seeking housing. Issues of a similar nature existed within the workplace, as being indoors with others became understood as the main method of transmission of COVID-19. We met with students who were concerned about their working conditions. We worked with students who were uncomfortable returning to workplaces throughout the summer as restrictions provided by the CNESST were not understood or enforced in many cases and the recourses were complicated. Although training and workplace safety has always been a concern for young workers the lack of options for those returning to work was challenging.

As summer approached, keeping up with and informing students about changing government regulations was front and center. Issues included:

- On June 1<sup>st</sup> non-emergency rental tribunal hearings resumed. The 3.5-month closure of the Régie led to a sizable backlog of cases that has taken the tribunal so far eleven months to catch up on. We have helped students prepare for these hearings over the past year. When the Régie reopened, it had a new virtual hearing process that we worked with students to navigate.
- In late June the City of Montreal announced police were discouraged from issuing social distancing fines to renters on moving day who might be closer than 2 meters while carrying furniture .
- The Société d'habitation du Québec released guidelines on moving during a pandemic and also began offering financial assistance to those in need of Interest-free loans for rent payments.
- The provincial government ended the temporary pause on eviction orders on July 1<sup>st</sup>.
- On August 31<sup>st</sup> the Régie du logement became an administrative tribunal called the Tribunal Administratif du logement and subsequently changed a number of its procedures. For students needing to open a file with the TAL the process changed in numerous ways. Additionally, most processes can now be initiated through their web portal.

This year was a milestone year for The Woodnote, which opened its doors to 144 residents in September 2020. During the construction phase, the HOJO team contributed to the marketing of the project, ensuring Concordia students would receive first priority. HOJO staff acted as brand ambassadors for the project and responded to the many inquiries from prospective tenants. During the leasing period, HOJO staff provided presentations to all incoming residents regarding their housing rights as well as information on the cooperative. HOJO worked with the provisional committee to support the incorporation of The Woodnote Cooperative and the development of the coop's infrastructure from the ground up. Over the course of the year, The Woodnote has welcomed a new board of directors and struck committees including Member Management, Finance, Communications, Sustainability and Food Security, Anti-Oppression and Safer-Spaces, Policy and Governance. HOJO staff have guided the board's work through training, communications assistance, as well as governance and administrative support. The cooperative has quickly become a dynamic community, planning events and initiatives such as workshops on by-stander intervention, covid-friendly social events (movie nights, games nights, pumpkin carving etc.), community sustainability projects and public art projects. In the Winter of 2021, The Woodnote entered into their second leasing cycle and is looking forward to welcoming new residents in July.

Throughout the fall semester increasing numbers of students returned to the workforce sometimes reluctantly as concerns around safety and health precautions being respected in the workplace continued. CESB funding expired in September and in November the CERB funding ended for most, which led to many seeking new jobs. Many students approached HOJO seeking additional information on their right to refuse work in unsafe circumstances.

Due to the second wave hitting Quebec, the winter semester was delayed in until mid-January. Beginning late January, the rental increase & lease renewal period for the next year began when the TAL released the annual suggested rental increase averages. Surprisingly, this year most municipal and school taxes decreased, however, many landlords have still been keen on issuing rental increase requests. Between late January and late March rental increase negotiations and decision-making around whether to continue a lease for an additional year or not was top-of-mind for students meeting with HOJO.

This year the rental housing shortage predicted last year looks to be intensifying. Students have been reaching out to HOJO to learn more about the rent hikes. As a measure of rent control that is put in place in Quebec, standard leases should indicate the lowest rent that was paid by the previous tenant under Section G of the lease. However, there is a trend of landlords leaving this section blank, which allows them to increase the rent significantly between tenants without them knowing about this increase. An aspect of our work this winter semester has been striving to inform tenants of their rights when filing for rent fixations if Section G has been left blank, or if a tenant believes that their rent has been increased unreasonably.

An increasingly common occurrence for students this year has been dealing with renovictions. A renoviction is when a landlord attempts to end a lease in order to perform renovations to raise the rental value of the building significantly between tenants. The atmosphere to foster these mass renovictions in Montreal has been brewing

for quite some time. Some landlords who own affordable rental properties have neglected to upkeep their apartments, which has then pressured tenants to leave in order to find safer and more stable housing.

The pandemic provided an opportunity for landlords to flip apartments when many students left the province, temporarily resulting in a multitude of vacant units. We are now seeing the results the wave of some landlords skirting the rent controls currently in place, who are now attempting to rent out newly renovated apartments to new tenants for substantially higher rents.

The practice of renovating and releasing apartments at a higher rent is a key factor in gentrification as landlords are diminishing the number of affordable apartments available on the market. The renovation trend also goes hand in hand with some landlords repossessing apartments under false pretenses, and then illegally converting the rental units to short-term rentals such as Airbnb's.

Unfortunately, we are one year into the pandemic, and many are facing caution fatigue - including in the workplace. With the arrival of the third wave of virus cases there was a corresponding higher level of concern amongst student-workers concerned about their safety at work and sick leave as shops and offices have remained open amidst the arrival of new variants.

The everchanging situation of the 2021 lockdown has resulted in additional confusion for students. HOJO has been working to stay on top of updates regarding workplace regulations, the curfew and exceptions for essential workers, and region-wide closures that continue to change on a biweekly basis in order to clearly relay the information on to students.

## Events

- May 13<sup>th</sup> We presented our first virtual workshop: Navigating Short-term Housing in the Pandemic on Zoom & shared live on Facebook.
- June 8<sup>th</sup> The newly incorporated Woodnote Solidarity Cooperative held its 1<sup>st</sup> General Organization Meeting and Megan Quigley sat as a Board Support Member.
- June 15<sup>th</sup> A brand-new Customer Relationship Management technology is launched for the CSU Services, helping us to work more effectively remotely!
- July 21<sup>st</sup> Leanne Ashworth joined the board of the Popular University Student Housing (PUSH) Fonds communautaire pour le Logement étudiant (Fonds CLÉ) Annual General Meeting as CSU Representative.
- August 28<sup>th</sup> CSU Coordinators and HOJO Team/members visit the Woodnote right before the big September 1<sup>st</sup> move in day!

- September 1<sup>st</sup> & 3<sup>rd</sup> HOJO participated in the first exclusively online Concordia University Orientation events held on the V-fairs platform. We were able to communicate with students via videoconference and a chatroom and also to distribute our informational materials including videos.
- September 29<sup>th</sup> HOJO took part in the CSU's virtual Orientation series of events, with our workshop Working through the Pandemic: Workers rights from finding work to staying safe at work on youtube.
- October 24<sup>th</sup> & November 7<sup>th</sup> HOJO participated in the Concordia undergraduate & graduate open house events on vairs.
- October 25<sup>th</sup> Annual General Meeting of the Woodnote Cooperative co-organized by HOJO Support Member Megan Quigley and Brand Ambassador Eleni Tsoklis & Attended by Manager Leanne Ashworth.
- November 8<sup>th</sup> Representing The Woodnote, Megan Quigley presented the keynote panel speech for the North American Students of Cooperation's Choose Your Own Future Institute.
- November 11<sup>th</sup> Hojo launched its new Classifieds web app, a place where students can seek roommates, apartments, rooms, job amongst other things.
- December 17<sup>th</sup>, we took part in Concordia's virtual Winter Orientation via vairs.
- January 12<sup>th</sup> Alex Apostolidis spoke at a Housing Justice Conference put on by the SSMU Affordable Housing Committee (ASHC) on tenants' rights and how students can help keep rents low. At this event the ASHC discussed their new student housing initiative to create their own student building for at McGill through a fee-levy.
- January 29<sup>th</sup> Gave a Renters Rights for Students presentation for the Concordia mentors. Through this workshop we were able to explain what we do at HOJO and how mentors can get the word out about our service.
- February 20<sup>th</sup>, we participated in the undergraduate Concordia Virtual Open house.
- February 22<sup>nd</sup> Leanne Ashworth attended Fonds CLÉ board meeting, discussing Quebec-wide plans for affordable student housing.
- March 11<sup>th</sup> Participated in CSU Campaigns Anti-Consumerism week by presenting our Working through the Pandemic: Workers rights from finding work to staying safe at work workshop via zoom.

## CSU Daycare

Written by Samantha Culbert Daycare Manager

### Children Registration at the Daycare

- We currently have 42 children registered at the daycare
- 30 children registered are affiliated to Concordia University (children of undergraduate students, graduate students, or employees) and 12 children registered have no affiliation to the university.
- **Name of Full-time Educators and the group they have under their responsibility:**
  - 1) Maria McHugh (qualified toddlers STARS 18m—24months)
  - 2) Celia Machado (qualified Multi-age SAFARI 24-42months)
  - 3) Sherin Velauthapillai (qualified multi-age SAFARI 24-42 months)
  - 4) Carolina Velasco (non qualified, nursery GARDEN under 18 months)
  - 5) Flavia Machado (non qualified, nursery GARDEN under 18 months)
  - 6) Fahimeh Heydari (floater in every age group, full-time, qualified)
  - 7) Tracy Brennan (qualified, pre-k OWLS, part-time)
- **Other staff**
  - 1) Osama Elashkar (attendant-janitor)
  - 2) Samantha Culbert (interim assistant director – on contract until SEPT2021)
  - 3) Dijana Kadjevic, Danielle Crevier – educators on preventative leave for pregnancy
  - 4) Angela Meo – director on maternity leave due to return SEPT2021
  - 5) Marcella Benavides – educator on maternity leave due to return AUG2021
  - 6) Xiaohui Chen, Karine Perez, Neveen Sawouq are part time / on-call educators

### Resume of the Year

- The CSU daycare and nursery participated in a community project under the theme of Postal art. The children at our center prepared beautiful works of art to be distributed to seniors' residences in our community. We plan to continue taking part in these community projects in the future!
- In collaboration with Colle-A-Moi, the daycare started a little online fundraiser where parents can purchase labels for their Children's belongings and by using our promo code the daycare received 15% of the sales. <https://colleamoi.com/?a=csu>
- The daycare did another fundraiser in collaboration with Recipes in a Jar where recipes were purchased online for 9.99\$. With the purchase of each jar, the daycare received 25% of the proceeds and a meal was donated to a local food bank on our behalf! With this campaign, we raised 125\$! The educators/management will decide as a team how best to use these funds.
- This year for the holiday season, we collaborated up with Sun Youth to do a food drive! We were able to collect 13 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.

- A parent, who is also a member of our parent committee, took it upon himself to create a
- fundraiser not for the daycare but for the educators. He mentioned that he finds we have worked extremely hard since the beginning of this pandemic with little to no recognition from the government (salary scale frozen since March 2020, difficult working conditions, extra responsibilities and duties). This

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parent decided he wanted to do something special to show his appreciation and support for the educators whom he calls “hidden gems”. The campaign raised 2600\$ and as such, he was able to offer a cash bonus of 260\$ to each employee!

- The CSU daycare collaborated with other members of the CSU, Queer Concordia, Queer McGill and Sustainable Concordia on their queer clothing swap and more importantly their Childrens clothing swap.
- 2021-2022 contracts
  - New contracts for the 2021-2022 academic year have been finalized and parents are
  - currently in the process of re-registering their children.
  - Important contract changes this year's include an extra pedagogical day for professional
  - development scheduled the Friday of reading week, and a 10-day closure during the holidays from DEC24-JAN2 inclusively where parents will not pay fees and staff will be paid for time off.
- **The CSU daycare and nursery has been recognized by corporate vision for the 2021 Canadian business awards. We were awarded the Higher Education Daycare Service of the Year 2021. The magazine has officially been published and the editorial about our daycare can be viewed on page 9!**  
<https://www.corpvision-news.com/issues/canadian-business-awards-2021/>
- **A story about our daycare and award has also been published on the Concordia website**  
<https://www.concordia.ca/cunews/main/stories/2021/04/07/the-csu-daycare-and-nursery-wins-a-2021-canadian-business-award.html>
- **COVID-19:**
  - This year was very challenging both physically and mentally on all of our team. But we were happy to be able to provide the children with some sense of normalcy and a place where they can be happy to come to play and learn with their friends.
  - Once in DEC2020 and again in MAR2021 the masks provided by the government that were required to be worn by our staff were recalled due to ineffectiveness or toxicity.
  - The daycare is very proud to have had **ZERO cases** since our reopening in June 2020 and allowing parents to enter in December 2020. This a clear indicator of our team’s hard work.

## Family Ministry

- The family ministry has temporarily lowered the ratio of qualified to unqualified educators required for daycares as a result of the pandemic and overall shortage of personnel
- The family ministry has put a pause on inspections until the health crisis is in a better place
- The educational profile of each child, a new part of the government’s requirement in the new educational program, must be completed for the first time in the month of May 2021.
- The CSU daycare carried out a test in accordance with the MFA requirements to measure the level of lead in our water. All tests came back fine
- All BOD members police background checks have been updated as required by the MFA

## Renovations/Constructions

- Samantha met with the contractor in the fall to discuss Angelas list of items that needed to be fixed. As of April 13th, we are still waiting to hear back from them.
- The daycares roof has been an ongoing issue since summer 2020 (leaks). A major roof repair project is scheduled for late this spring/early summer.
- In the fall Samantha met with the architect/company who built the back yard regarding some issues (repairs and safety concerns). We should know more about when these issues should be fixed later this spring.

# Internal

*Written by Daniel Amico, Internal Affairs Coordinator*

## *Executive Retreat*

Since we were a small group and followed Quebec COVID-19 Regulations, the Executives went on a retreat Up North in Quebec City [cases were low during this time]. During the retreat, we took nature walks to the rapids. We also participated in bonding activities such a cooking meals together and playing games. Our trip allowed us to learn more about each other and how we work personally. This aided us in being able to adapt to our different personalities.

## *Council Retreat*

Due to the COVID-19 pandemic and social distancing regulations, we were unable to plan a retreat due to the group being over thirty people. The Executive team was hoping to plan an event in the Winter if current events improved, however no in-person group events are possible due to the third-wave.

## *Council Office*

Concordia's Hall Building is undergoing extensive renovations and has required the Councillors' Office to be emptied for the space to be deconstructed. Yu-Hui Yu, Victoria Pesce and I have gone to the office on January 22<sup>nd</sup> to collect the belongings left in the office. Active conversations with Concordia Administration are occurring for a new office to be allocated (space is currently quite limited)

## *Council Meetings*

No bookings were necessary for Council meetings since all meetings are via *Zoom*. I have been administering the Council Facebook Forum throughout the year and have posted all Regular Council Meetings there. I thank the CSU Chair, Caitlin Robinson, for her amazing organization of our council meetings.

## Student Representative Trainings

The following external trainings have been organized for Student Representatives:

- **May 5<sup>th</sup> | Dean of Students Sexual Violence Training | Executives**  
Executives had their consent training.
- **May 11<sup>th</sup> - May 15<sup>th</sup> | Dean of Students *Prep 4 Leadership* | Executives**  
With fellow student associations, the Executives learnt essential skills for teamwork and collaboration, and had a chance to meet various members of the Concordia Community.
- **June 19<sup>th</sup> | Dean of Students *Power Dynamics* | Executives**  
Executives learnt how to work with employees and councilors in a respectful and efficient manner.
- **July 9<sup>th</sup> | Dean of Students *Booking Officer Training* | Daniel Amico, Malcolm Asselin, Eduardo Malorni, Victoria Pesce, Manuela Simo**  
Executives that would be planning events from various student associations were introduced to Hospitality Concordia and how to make bookings and what resources are available from Concordia.
- **July 28<sup>th</sup>, 29<sup>th</sup> & 30<sup>th</sup> | Dean of Students *Diversity & Inclusion* | Councillors**  
Councillors were taught how to respect diversity in the workplace.
- **August 1<sup>st</sup> - August 2<sup>nd</sup> | Vincent Mousseau *Anti-Oppression Training* | Councillors & Executives**  
Student Representatives learnt aspects of oppression and how to apply such knowledge at the CSU.
- **August 17<sup>th</sup>, 18<sup>th</sup>, 20<sup>th</sup> | Dean of Students *Sexual Violence Training* | Councillors**  
Councillors had their consent training.
- **August 20<sup>th</sup> | Robinson Sheppard Shapiro *Lawyer Training* | Councillors & Executives**  
Student Representatives learnt about our standing regulations and bylaws, how to change them, and key legal responsibilities and rules to respect.
- **October 7<sup>th</sup> | Dean of Students *Sexual Violence Training* | Councillors**  
Councillors that were unable to attend the initial consent training were trained by the Dean of Students.
- **November 23<sup>rd</sup> & 27<sup>th</sup> | Gowan Consulting *Mental Health* | Executives & Staff**  
Hosted by Gowan Consulting, the executives and staff members learnt how to support fellow staff members regarding their mental wellbeing, how to keep ourselves healthy and how to ensure our working environments are supportive of our overall wellbeing.
- **February 24<sup>th</sup> | Anti-Semitism Training | Councilors & Executives**
- **April 22<sup>nd</sup> | LGBTQ2S+ Training | Councilors & Executives**

# Executive Training & Transition

*Written by Daniel Amico, Internal Affairs Coordinator*

Since the mandate began, I have been always aware of the importance of properly transitioning my successors. The CSU has so many projects and developments that it is essential to ensure the new executives are aware of it. Since January, I have been spearheading getting a training manual ready for each incoming Executive. They have been sent to the Design Department, and I look forward to seeing them ready for May!

I have also been working on scheduling trainings for the new executives. The schedule is not final, but I plan to have the new team be given 4 hours of training every working day of May. Personally, I have already begun showing my successor, Harrison Kirshner, certain aspects of my portfolio.

With the help of the IT Department, we have been working on getting all the new executives their accounts ready for May as well. Ideally, the successors can shadow their predecessors by having access to their shared inboxes and SharePoints- that way they have all of May to ask us questions as they come up.

## Clubs

*Written by Daniel Amico, Internal Affairs Coordinator*

Ten (10) New clubs have been created since June 1st:

1. *Concordia University Sports Shooting Association*
2. *TEA @ Concordia*
3. *Concordia Marketing Aid Clinic*
4. *Mentoria Student Association*
5. *Making HERStory*
6. *Concordia Mycological Society*
7. *Music Collaboration Club*
8. *John Molson Business Review*
9. *Motionball Concordia*
10. *Queer Film Club Concordia*

## *Clubs Department*

Due to the closure of all campus-held activities, it has been a challenge to engage students and club members to hold events. Some have been creative in adapting to the virtual world, while others have been less encouraged. For all student groups, turnout for events have been low, which I expected. For said reason, I have decided to focus my energy on restructuring the administrative aspects of the Clubs Department.

In the summer, the former Clubs Administrator, Noah Burnett-Rooney, and I have recreated the Clubs Manual to help train new club members who are new to their executive role. We are very proud of this work, and the goal is to update the manual as the years go on.

Noah left his position in October, resulting in the hiring of two (2) new Clubs Administrators, Hannah Gold-Apel and Kristen Karlsen. I spent most of September and October preparing for Clubs Administrator interviews and training the new hires. Hannah and Kristen have been a warm welcome to the Department and they never cease to amaze me in their hard work and creativity each day.

The Budget Consideration Sheet has been completely edited to meet CSU branding, while keeping the factors stagnant. This sheet is updated after every Clubs & Space Committee meeting to ensure we have the recent numbers of allocation and actuals.

I continue to use the individual budget trackers that were given to me by Marin and Noah, and the branding has been updated with CSU's own. These trackers are meticulously updated after each transaction, and I share it with the clubs often.

Special Clubs Funding closed April 16<sup>th</sup>, with ~\$17,000 allocated in total.

As it stands, ~\$125,000 has been allocated for clubs' budgets.

## *Clubs & Space Committee*

Since June, I have chaired sixteen (16) Clubs & Space Committee meetings. Despite the influx and outflow of Councillors in the Committee, we have been very successful in keeping our meetings productive, respectful, and pleasant. It is encouraging to hear about the various projects that clubs have planned, and I hope to see them materialized.

## Club Orientation

Due to the in-person events being prohibited, I decided to not plan a Clubs Orientation, as most of the information would have been of no use. Further, the Clubs Department sent out a form to clubs to fill to see what they would have wanted to see in a Clubs Virtual Orientation, however nobody responded- we took that as our answer.

## Clubs Fair

Student Life Coordinator Eduardo Malorni and Social Media Director Melvin John led a virtual clubs fair, where participation was surprisingly high. With a budget of \$100, each club had the opportunity to create a video to introduce their club. We had 25 videos submitted, which were posted on our social media accounts and our [YouTube](#) page.

## Clubs Gala

The Clubs Administrators have been planning an end-of-year event to show appreciation of the hard work that all the clubs have done. The event has not taken place yet, but the plan is to have a 30-minute zoom call where 15 \$1000 awards are granted to the winning clubs.

## Clubs Administrator Guidebook

The Clubs Administrators and I have been working all the Winter semester on the Clubs Administrator Guidebook, so that when there is a new hire in the department, a manual would be ready. The manual is not yet finished, but the goal is to have it finished before the end of my mandate.

## Clubs Complaints Form

As the Internal Affairs Coordinator, I am responsible for resolving disputes between clubs. That being said, there was no formal way for clubs to begin a complaint process. With the help of Eduardo and the Marketing Director, we set up a centralized form where clubs can now fill out a JotForm with their complaint. This is great for institutional memory and for ensuring disputes are handled properly.

## Appointments

*Written by Daniel Amico, Internal Affairs Coordinator*

I have taken on the mandate of chairing the Appointments Committee for 2020-2021. During summer, I met with all of the various groups to understand what type of students they were looking for to sit in their committees. I also created a master list to centralize all of this information. We had a second recruitment process in January for any new positions.

With the Appointments Committee, I have reviewed ~70 applications, conducted ~50 interviews, and appointed the following:

Position	Candidate
<b>Appointments Committee</b>	Alex Stojda
<b>Bursary Committee</b>	Manjot Bains & Fiona Harrison-Roberts
<b>CEO Hiring Committee</b>	Camelia Salehi
<b>Clubs &amp; Space Committee</b>	Camelia Salehi
<b>Policy Committee</b>	Camelia Salehi
<b>Finance Committee</b>	Steven Camia
<b>Student Life Committee</b>	Kayla Charky
<b>Student Mobilization Committee</b>	Faiaz Hider, Deeva Wazir
<b>External Committee</b>	Hershy Blackman
<b>Sustainability Committee</b>	Sabrina Mruczek
<b>Library Services Fund</b>	Kayla Charky
<b>Loyola Committee</b>	Fiona Harrison-Robert
<b>Mental Health Committee</b>	Manjot Bains Kia Anderson
<b>Sponsorship Committee</b>	Hershy Blackman & Deeva Wazir
<b>Fee Levy Review Committee</b>	Dane Toualeu
<b>Judicial Board</b>	Tessa Bertucci Vincent Bologna Sedda Djaoud Fawad Halloum James Hedrei Jose Tornes
<b>SVAC</b>	Tyra Brown Marc-Antoine Proulx Melanie Proulx Shaina Willison
<b>Board of Governors</b>	Chelsea Okankwu
<b>CCSL</b>	Abdul Qadir Ali Mel Habip Michele Sandiford Misseny Kourouma Alex Stodja Phoebe Tom Dane Toualeu
<b>Examinations</b>	Misseny Kourouma
<b>Retroactive</b>	Amir Sadeghi
<b>Senate</b>	Fiona Harrison-Roberts Adewunmi Ajike Colin Long Nicholas Bailey
<b>SMSV</b>	Nell Perry & Marc-Antoine Proulx
<b>Tribunal Pool</b>	Shoshana Nigri Sam Crooker Meryem Benallal Nicholas Bailey Phoebe Tom Shaina Willison Colin Long

After having council approve the Appointments Committee's appointments, I have gotten all the necessary accounts set up so that they may use CSU's Microsoft Account to do their work.

In Fall, with the help of Sarah Mazhero, we trained the SVAC Committee in order for them to be prepared for any future cases.

The Appointments Committee has been successful in filling every available position at Concordia and the CSU.

# The Welcoming

*Written by Eduardo Malorni, Student Life Coordinator*

In a year like no other, there had to be an Orientation/Frosh like no other. This O/F named The Welcoming presented challenges like no other before. An entire platform for presenting events online for students had to be created and tested. Methods for keeping students safe at the events is also crucial.

After several months of going back and forth with the University administration regarding what was and what was not possible for this year's Orientation, it became quite apparent that this year's Orientation was going to be a shadow of its former self. This was quite disappointing to both myself and the faculty associations. Overall, O/F were effectively canceled in their previous format. Some faculty associations went as far as to refuse to identify their events under a O/F name. Due to the length of time, it took for the University to specify exactly what would and would not be possible, we all came to a late start to O/F with some of our install events having to be canceled due to change of regulations by the University.

Due to Covid, we decided to move all of our events online. Many different events were brainstormed but the theme of this The Welcoming was collaborations, which is in stark contrast to the theme of last year's Welcome Week. Last year's Welcome Week was very much to have the CSU be the center of attention, a one stop shop, for all your student needs. This worked marvellously last year and led to a tremendous increase in engagement. But this year, many student groups, fee levies, services and associations include the CSU have been struggling to engage and grab the student's attention. Ultimately, it became apparent that rather than competing with them, the most effective move would be to collaborate and pool our resources together. Due to this, nearly every event this year includes a collaboration with a different group on campus. In this way, not only are we increasing our visibility but

also that of those groups we collaborated with. This has the added benefit of helping the student explore multiple aspects of the school at once.

In the presentation of The Welcoming is normally marketed as Welcome Week but due to the fact of this year being online, we stretch it to a month long worth of activities and are marketing it as The Welcoming. The reason for this is simple, students will already be spending several hours of their day in front of a computer and are unlikely to want to sit through multiple events in the same day for long events. In this manner, it was decided to have fewer events more evenly spaced out to allow students to recuperate from online wear and exhaustion. Therefore, The Welcoming will last a month instead of one week as normally done.

Events were all moved onto YouTube. This was done due to security concerns. Due to “Zoom Bombings”. There were concerns over people crashing events with the intention of being disruptive or “trolling”. Furthermore, due to events that took place in the summer, we noticed that sometimes people were uncomfortable join events on Zoom or Skype. The stability of the other systems was also called into question, with computers lagging or crashing as well. Some of the things we also needed from our system would be livestreaming capabilities as well as recording capabilities for reviewing the video late on. It also needed screen sharing functions and the be able to host multiple people at once. Unlimited time was also required. Ultimately, YouTube checked all our boxes. It allows people to anonymously attend the events and requires people to use their google accounts (which nearly everyone has) to comment. Thereby people are less likely to be disruptive and if they are, it is only in the comment section where we can quickly have the comments deleted and the user removed. Lastly, it is extremely stable, and the quality is excellent. It also has a range of capabilities and functions to use as well. From the moment YouTube was selected, the Comms Department began training to become YouTube pros. Incredible work by them. Could not have done it without them.

Another big change was that this year, we chose not to give out merchandise to the students. Normally, merchandise is our biggest expense in O/F as it is an excellent way or marketing the CSU but this year due to COVID-19 concerns and the difficulties and costs associated with shipping the sheer volume of merchandise to students. This was ultimately canceled due to the costs associated and the decision to use that money elsewhere as it was deemed more valuable elsewhere. The last concern was budget, with an expected hit by COVID-19, I decided to propose an extremely reduced budget from 110k last year to 70k this year. 70k would be the smallest O/F budget in living memory. Over the next few weeks, due to budget concerns at council, my budget fluctuated between 70k to 28k to 56k. Due to the constant changes, it has been extremely difficult and downright confusing to budget for this year’s O/F and caused increased anxiety and threw many events into doubt since I was not certain if I

had the money for events or not. Overall, to host the number of events which are required to properly welcome students and to uphold a certain standard in our events, the budget must be secured at an early date because this year's O/F certainly suffered due to the constant changes to the budget.

Every year, the associations attempt to hold an interfaculty event with all the students include. In previous years normally 2 or 3 of the associations would manage to agree terms on a collaboration. (CASA, FASA, CSU, ECA and ASFA) This year, what may turn out to be the greatest success is to have every faculty association to agree to collaborate on the Concordia's Got Talent contest! In our collective memories, never has there been an event in which all faculties have agreed to participate in. It is truly a pleasure to have all the faculties involved on this is project.

The Concordia Got Talent contest has passed, and we have 5 winners for the first ever Concordia Got Talent. The winners were Noemie Belanger, Kasraf Fatima, Kim Anh Nguyen, Christopher Tardy and Minh Anh Phung. The Concordia Got Talent was exceptionally popular and way more work than expected. We garnered a frightening 1398 votes for 48 applicants. Considering our past election results, we got 1731 votes in the General Election 2020. CGT had more votes cast then the 2018 General Election! The fact that a talent contest had similar numbers to our General Election was not expect. After validating every vote, the initial results of the winning 5 were confirmed and we were able to conclusively publish the results at the prior determined time without delay. Also, the videos of the contestants were some of the most popular posts we had. Some videos collected upwards of a thousand views on YouTube. Overall, this was an exceptionally successful event.

## The Yellow Curtain

*Written by Malcolm Asselin, Loyola Coordinator and Eduardo Malorni, Student Life Coordinator*

In early Summer, while brainstorming ways to engage and reach students in a unique year, CJLO offered us a spot on their radio waves to host a podcast about the CSU. Mix in the ever-talented Malcolm Asselin, and Eduardo Malorni, and voila! The Yellow Curtain Podcast was born.

After acquiring equipment and receiving training from CJLO on how to host, record and edit a podcast, we began recording the podcast in August and have managed to record episodes bi-weekly ever since. On the podcast we talk about a variety of topics, bring in a diverse cast of guests and occasionally say a joke that is worth listening to.

Now, we have recorded 17 podcasts, each lasting approximately one hour in length each time. It takes several days of editing and afterwards it is sent to CJLO to play on the airwaves. It is also achieved on

CJLO SoundCloud account as well as our own Spotify and Apple Music accounts. It is marketed to the students via our social media pages and a dedicated group to the podcast has reach 215 members.

In coordination with the Finance Coordinator Holly Mark-Hilton, Malcolm Asselin and Eduardo Malorni, a subsegment of the podcast “Finance Fridays” was added, which offers students digestible breakdowns of basic financial literacy concepts. This podcast was inspired by our finance coordinators passion to help educate and encourage students to learn about the benefits of becoming financially informed.

Due to the positive responses given by our listeners, we plan to help continue this podcast production next year and offer trainings to those who inherit the role of co-host.

Lastly, a lot has been asked about the artwork of this podcast, namely why the yellow curtain is represented by a lemon. While immensely satisfying to watch people argue constantly about the meaning of the art, the reason for the lemon is simply -

## Black Students Career Development

*Written by Isaiah Joyner, General Coordinator*

Right at the beginning of the mandate, I started meeting regularly with three colleagues to create a networking/recruitment event for black Concordia students. After months of hard work with 4 of my colleagues, we were finally able to have Concordia’s first annual Black Student Career Development event on September 19th. Partnering with the University, the faculty of John Molson, CSU BIPOC, Commerce Administration Student Association (CASA JMSB), the Haitian Students’ Association of Concordia (HSAC), and the African Students Association of Concordia (ASAC) and the CSU. The event was a great success that featured three panels centered around “How to Network”, “Diversity in the Workforce”, and “How to Negotiate an Offer” followed by a networking session via breakrooms with the professionals on Zoom. All the panels were made up of Black Alumni and Professionals from Concordia and I acted as Co-Emcee throughout the duration of the event. Of 177 people registered, 119 unique guests attended with over 100 of them being Concordia alumni, staff, and students.

After the first event such a success we had high demand held a second edition on January 23rd, 2021, which featured two panels centered around “Mentorship: Workplace Relationships” and “Conflict Resolution”. This was followed by Zoom breakout rooms with accompany booths and then an actual networking session with a platform called Wonder. Of 207 people registered, 189 unique guests attended with over 100 of them being Concordia alumni, staff, and students. With these events having provided great value to the black students who attended, I am working with the other co-organizers to set up processes to institutionalize this initiative and ensure that the CSU continue to play an active role in the process.

# BIPOC Committee

*Written by Holly Mark-Hilton, Finance Coordinator and Sarah Mazhero, Academic and Advocacy Coordinator*

## *Lunar Year and the Lantern Festival*

Sarah and I met with the BIPOC committee to plan an event to hand out bursaries during Lunar Year to students at the CSU. We reached out the Asian Student Associations on Campus to ensure its appropriateness and to increase our reach. Furthermore, we submitted a design request to the Communication Department for the launch of the bursary by February. Our idea was to give out “red pocket envelopes” to students as it aligns with the traditions of Lunar Year and increases engagement of BIPOC initiatives on Campus. We sent over 30 bursaries between \$100 and \$300. In total, we spent over \$5,000.

## *Relaunching BIPOC Funding*

After receiving many student requests, we decided to relaunch the BIPOC Funding. We hoped to start it by the end of February and continue until the end of the fiscal year. As of April 23<sup>rd</sup>, we have funded the following initiatives:

- **Annual Vigil in Honour of Missing and Murdered Indigenous Women, Girls, and Two-Spirit people** for \$800
- **Mango Lemon Soda Film** for \$1,000
- **Yiara Magazine** for \$500
- **Concordia Black Caucus** for \$2,100
- **Black Femme Wellness Series** for \$1,000
- **Water on Glass** for \$1,000
- **Notre-Dame-du-Jambon** for \$950
- **Galaxy of the fallen Universe** for \$1,000
- **BUYPOC Virtual Market** for \$1,000
- **Nigerian Cultural Display** for \$150
- **Zinesters** for \$1,000
- **Navigating Implicit Biases at the University Level** for \$1,000

The Committee is still reviewing applications; therefore, we expect to spend more than \$15,000 by the end of the fiscal year.

## BIPOC Therapy Sessions

Considering the CSU's annual campaign (Black Lives Matter), we decided to relaunch BIPOC therapy sessions for students who experienced trauma from racism. We hoped to complete this initiative by Black History Month and continue until the end of the mandate. As of now, we have launched the therapy sessions.

## BIPOC Quiz and Movie nights

In light of Black History Month, we decided to have movie nights and quiz nights to promote the education of Black History. We believe these initiatives to be beneficial as it encourages students to learn more about Black History but also have fun and receive monetary compensation for it. We thought of collaborating with Black student clubs on campus as it will help increase our reach but also increase student engagement on campus. We planned on making a list of questions and provide a bursary to the student with the most correct answer.

## BIPOC Bursaries

*In regard to the CSU BIPOC Bursaries, we have approved granting for initiatives such Lunar New Year Bursaries. Moreover, we are granting projects throughout the winter semester for initiatives pertaining to the BIPOC Community.*

# Annual Campaign

*Written by Victoria Pesce, External Affairs & Mobilization Coordinator*

As voted on in June, the Concordia Student Union has made the annual campaign to focus on the fight against systemic oppression. As we all know and passed early this year, is supporting the Black Live Matter movement and the Indigenous people of Canada. This means fighting against the systemic oppression of the Black, Indigenous and people of color face daily. There has been numerous events, workshops, collaborations, and initiatives to date.

## Development of the Annual Campaign Material

Over the summer Sarah, Manuela, Nicole, and I worked together to propose different plans to the BIPOC committee. Our goal was to include as many BIPOC members in the conversations as possible to ensure we properly acknowledge the caps and create proper actionable plans. This was done by creating the townhalls which allowed us to come to a set of demands.

## Content development

As mentioned above, the campaign was developed by the Concordia BIPOC community. This was done by holding our townhalls. The first one was with the administration, and we have been working with BIPOC to have another one in the winter semester. The campaigns department took the time to promote the event, as well as hired a facilitator to direct the conversation.

In terms of workshops that were offered over the semester, we had planned one per week after our campaign launch! This consisted of anti-oppression training, 9th floor riot screening and discussion, know your rights with the Legal Information Clinic, defund the police, and Cyber Security for activist. All these events had their descriptions and Facebook post made by the campaign assistance. They were guided by the campaigns coordinator in finding presenters for these events. Not all the events went according to plan, however every event did turnout successful.

All material used to promote and advertise was done by the communication department in the summer. It allowed us to have templates to create post for our pages. We are working on having a Facebook page for the external department to create a stronger mobilization community.

Finally, we devoted the speaker's series to the annual campaign. This will be further explored in a later section of this report. However, it is important to note that the podcast with Rodney John was done to compliment the movie premier.

## Website Resources

Most of the research for the annual campaign is always done over the summer. This allows us to have a common knowledge, resources, and training material to create a solid foundation for this campaign. The department gave both campaigns assistance a promotion, allowing them to work on developing the [website content](#). Our goal with the research was to cover as much ground as possible to ensure students had answers to all their questions. We have a section for better allyship, information on BIPOC mental health, Canadian groups, and organizations, [etc](#).

## Campaign Launch

Our annual campaign launch took place October 9th, 2020, as a virtual 5a7. This was the first event organized by the campaign's assistances. It began with a brief presentation by Nicole, Sarah, Isaiah and myself to inform the participants what we have been working on so far. Nathalie than held the ice breaker and a bingo game, followed by Julianna hosting the Kahoot game. They were created to be educational and informative to enhance the participants knowledge on the campaign. This event had prizes for participants, and we believed it to be successful.

## *Significant work done by campaign department.*

### **Summer 2020**

- Support for Black Lives Matter community events and demonstrations: equipment loans, mobilization, printing.
- Support for annual Solidarity Across Borders “Status For All” march – equipment loans, mobilization.
- Adoption and planning for the Black Lives Matter annual campaign – educational materials, website sections, Fall term events and workshops.

### **September 2020**

- Production and release (over the Fall term) of informational infographics related to various topics around the Black Lives Matter movement and campaign.
- Production of the weekly Black Lives Matter campaign newsletter begins.
- September 30<sup>th</sup> - Black Lives Matter town hall event
- Initial discussions with Faculty-level student associations about tuition and pandemic-related issues their students are facing, especially as it pertains to online education.

### **October 2020**

- October 9<sup>th</sup> - Black Lives Matter Annual Campaign launch (our first virtual campaign launch event)!
- Production and sharing of informational materials about the Mik’maq struggle for their fishing rights in Digby, NS and how students across the country could support.
- Met with the Lebanese Student Association and the Refugee Centre regarding support for Concordia’s Lebanese student population following the disaster in Beirut.
- Continued discussions with Faculty-level student associations about tuition and pandemic-related issues their students are facing, especially as it pertains to online education.
- Meeting with SARC and members of the Concordia administration regarding the CSU’s reissued demands as it pertains to the university’s Sexual Violence Policy.
- October 23<sup>rd</sup> - “Ninth Floor” virtual film screening and discussion.

### **November 2020**

- November 6<sup>th</sup> - Legal Aid workshop for student activists with Me Arij Riahi.
- November 19<sup>th</sup> - ASFA tuition town hall; provided a space for students to vent and share the issues they have been facing due to the pandemic, as well as ideas for collective action.
- November 26<sup>th</sup> - FASA tuition town hall; provided a space for students to vent and share the issues they have been facing due to the pandemic with the CSU and receptive faculty members.

### **December 2020**

- December 2<sup>nd</sup> - Cybersecurity for activists workshop.
- Tuition town hall follow-up discussions, and planning for the #DearConcordia holiday cards campaign (in collaboration with ASFA).
- Visioning for the Winter 2021 semester – planning for Campaign materials and Winter term events.

### January 2021

- Meetings with Queer Concordia, Queer McGill, the CSU daycare, Sustainable Concordia, SSMU to plan Queer and kids clothing swaps.
- Planning Anti-consumerism week
- Sharing of Dear Concordia Campaign

### February 2021

- February 18th - Anti-Oppression 101 with Akira De Carlos
- February 24th - BLM community consultation townhall #2
- Continued weekly meetings for clothing swap
- Support for Pandemic tax action
- Campaign endorsement for Solidarity across borders
- Campaign endorsement – Knock out interest

### March 2021

- Ongoing Dear Concordia Campaign
- ACW - March 8th - Macrame and Beeswax with Maddie Karcher
- ACW – March 9th - Vegan Bavarian pretzel Making
- ACW – March 9th - Bake it yourself
- ACW – March 10th - Art therapy
- ACW – March 10th - Immune system 101
- ACW March 10th - DIY sustainable cleaning
- ACW- March 11th - Incense Making
- March 11th - Black Entrepreneurs panel
- ACW – March 11th - Virtual Yoga
- ACW – March 12th - Refuse your rent increase
- ACW – March 12th - Feeding yourself when you're poor and mentally ill
- ACW – March 12th – Intro to fermentation
- Support for student lead campaign Refund 2020

### April 2021

- April 1st - Know your rights 101
- April 6th - Defund the Police 101

- April 9/10th - Queer and Kids clothing swaps
- Collaborations with Refund 2020
- April 15th - Launch of the CSU Diversity Survey (data collection ongoing until May 31st!)

## Support of Community Groups and Student Projects

The annual campaign budget was worked on by the campaign's coordinator, the general coordinator, finance coordinator and myself, external and mobilization coordinator. We did this by going over our goals for the year and dedicated different amounts to each budget line. This allowed us to plan what would be internal funding for mobilization and what would be put to support external community organization.

## Development of Campaign Portfolio

This section will go over different campaigns that the Concordia Student Union has taken part of over the last 8 months. It breaks down the main takeaways, and what will be done in the future.

### *PEQ Campaign*

The PEQ changed the regulations for immigrant status which has caused major concern for many students. We have been working closely with other student unions to show the government that we do not agree with this reform. We held a protest with McGill and Le Quebec C'est Nous Aussi early in July. This led to create a bigger team of more unions uniting. Our short-term goal is to have a meeting with the minister of immigration, however long term we want to bring this up as an electoral issue in the upcoming elections.

### *Pandemic Action*

As you may have heard, we are dealing with a global pandemic. Over this time, the Concordia Student Union has received many complaints regarding tuition, education, and the pressure they are facing. Many work full time given they are essential workers, while other students are home schooling their kids while attending courses themselves. The list goes on for days, but the union decided to hold townhalls to give students a space to let their voices be heard. We did one per faculty originally, and it then branched out to having townhalls weekly open to all. The goal was to mobilize students into a action.

Over time, these townhalls came up with the idea to have Holiday Cards written by students for the provost office and the president. This was promoted through the winter break, and when we come back. This was the first action taken by students, and we are hoping to promote a mental health campaign in March to remind the admin that they have a duty to ensure our wellbeing. This campaign was shared with all the unions, and other did participate.

## *The Concordia Shuffle*

Over the summer, we worked with the administration to participate in the annual shuffle. Our goal was to raise money to create Mental Health Services on campus for the BIPOC community. Our team raised 20,000\$ and we are planning to do a physical walk in the spring if Covid permits us. We hope this initiative continues for years to come and that we keep this strong relationship with the administration.

## *Queer and Kids' Clothing Swaps*

We held a hybrid edition of our Queer and Kids' Clothing Swap events on the weekend of April 9th (Friday) and 10th (Saturday) - the event was mostly online, with browsing occurring through "photo albums in a Facebook group in the weeks before the swap, but with in-person clothing drop-offs and pickups. We received lots of interest and engagement for this event, especially with regard to clothing donations. The Campaigns Coordinator and Assistants developed a COVID safety guide for use throughout the swaps, with assistance and guidance from the CSU Daycare Manager. We also worked in collaboration with Le Frigo Vert, one of our fee levy groups, who provided us with an outdoor space to collect donations and for clothing pickups.

The purpose of the Queer Clothing Swap, which has been an annual event at the CSU for years, is to provide a safe and fun environment for trans, nonbinary, and queer folks to get free clothing that reflects their gender identity and makes them feel fabulous. The Kids' Clothing Swap, typically organized on the Saturday following the Queer Clothing Swap, is a clothing swap targeted primarily at our CSU daycare kids and their parents, as well as other parents in need of baby's and children's clothing in good condition. Leftover clothing items are either kept aside for the next edition of the swap, or they are donated to shelters (such as Chez Doris, the Native Women's Shelter...) and organizations working with homeless populations (Résilience, Renaissance) in the Montreal area.

## *CSU Survey on Diversity*

In the context of our Annual Campaign, and with input from the Campaigns Coordinator and the BIPOC Committee Co-Chairs, our Campaigns Researcher, Florencia Vallejo, developed a 65-question survey designed to collect race-based data about the experiences and issues of Concordia students. The survey also aims to collect data based on other forms of systemic issues students may face, such as barriers and disadvantages due to gender, disability, sexual orientation, or being trans/nonbinary. The survey can be found here; all Concordia students are eligible to respond. We will be collecting responses until May 31, 2021.

The primary goal of the CSU Survey on Diversity is to collect race-based data in order to better understand and respond to the issues faced by various racialized/BIPOC communities studying at Concordia.

## Anti consumerism Week 2021

After the unfortunate cancellation of our 2020 edition of Anti consumerism Week due to the pandemic closures occurring a week before the workshops were intended to take place, we were able to bring this popular workshop series back for a virtual 2021 edition. The workshops were generally well-attended, and participants were able to learn new DIY skills – such as pretzel-making, fermentation, macrame, and more – and participate in interactive activities such as a full yoga class and a workshop on feeding yourself on a tight budget, all from the comfort of their own homes!

## Sexual Violence

*Written by Victoria Pesce, External Affairs & Mobilization Coordinator & Sarah Mazhero, Academic & Advocacy Coordinator*

After years of demanding a standalone policy, we still have not been given one. In May 2016, we were told that we officially had a standalone policy. In 2017 the Turn point report indicated that this policy was not standalone, because it referred to other external documents.

Over the course of the summer, Sarah and Victoria have been catching up on what has previously been done. With the sexual assault allegation from an alumnus has allowed us to reopen the case. This led to media outlets contacting the Concordia Student Union for interviews. Sarah did an interview with CTV. This interview led to the admin responding to our emails and finally setting up a meeting. We worked with different organization to prepare ourselves for a conversation with the Administrations lawyers.

## Speaker Series

*Written by Malcolm Asselin Loyola Coordinator*

### *Black Lives Matter (Speaker Series)*

Following the events of George Floyd on May 26th, our annual campaign became Black Live Matter. Amongst the many projects orientated towards this movement, we decided to dedicate a speaker series focused on BIPOC speakers. Speakers covered different topics such as the history, activism, community engagement, law, mental health, activism, politics, and other subjects surrounding the fight for racial equality and justice.

The Speaker Series has taken the form of online webinars, panels, podcasts and workshops over zoom, Stream yard, and YouTube Live. We have had the founder of Canada's BLM movement Sandy Hudson,

Ninth Floor Riot Concordia activist Rodney John, Lawyer Anthony Morgan, Dr Anthony Bailey, Tamara Thermitus, Balarama Holness, Dr. Sabrina Jafralie, and Sacha Médiné.

Community Engagement has been medium-low, with 20-100 engaged students per event. Given our stay-at-home orders, these numbers are understandable. Therefore, we've redirected our efforts to create engagement on the students own time by recording sessions which they can view after the live event. This adjustment seems most appropriate for students who have voiced concerns about being overworked in front of the computer. This method gives them the luxury of enjoying our events on their own time.

## Academic and Advocacy Research Portfolio

*Written by Sarah Mazhero, Academic and Advocacy Coordinator and Erin Campbell, Academic Researcher*

### *Student Union Policies on BIPOC Representation and Support*

Last edit: June 25, 2020

This research examined the policies, initiatives, advocacy, and supports in place at different Canadian student unions for BIPOC students as well as university policies regarding anti-discrimination and anti-racism.

### *Black Studies Programs Across Canada*

Last edit: July 9, 2020

This research is a compilation of information regarding different Black Studies programs across Canadian Universities focused on comparing the specifications, requirements, and classifications of these programs. Descriptions of each program are shown as written by the institution to better understand the way they are centred and provided by the university.

### *Student Union Board of Directors and Council Structures: Anti-oppression and Equity Policies*

Last edit: July 15, 2020

This document covers research on the governance structures of student unions, their board of directors, and the council. The anti-oppression and equity policies placed by the union are included, as

well as information on advocacy groups that provide recommendations and oversight to different decision-making bodies.

### *Sexual Violence Policies at Canadian Universities*

Last edit: July 16, 2020

This document compares the sexual violence policies and support programs in place across different Canadian universities. Advocacy programs like the Queen’s Sexual Violence Prevention and Response Task Force, misconduct reporting processes, and different informational centers for students are looked at to see how we can better support survivors and reduce sexual violence at Concordia.

### *Student Union Policies on Human Relations and Mediation*

Last edit: July 30, 2020

This document compares the different human relations and conflict mediation policies in place at student unions across Canada. These policies and codes of conduct provide guidance on setting up and implementing fair, consistent, and equitable human resources for those working with the union. Further recommendations for human relations policies, their functions, and the importance of such departments are discussed by including opinion pieces from student newspapers, like the need for a formal human resources department by student assembly representative Sabrina Macklai for McMasters Silhouette.

### *University Sexual Violence Policies - Administration*

Last edit: August 4, 2020

This document further looks at sexual violence policies focusing on the formal complaint, investigation, and recourse from the university administration. These policies include the support services and educational awareness initiatives provided by the university but also detail the processes of disclosure and complaint while drawing attention to sexual violence review committees and decision-making procedures.

### *Democratic Pedagogy in the Classroom*

Last edit: August 6, 2020

This document builds upon previous research projects to explore and provide recommendations on democratic pedagogy and social justice education. Providing recommendations on how to diversify education and better support equity within the classroom through academic research on learning and

providing connective education. The text provides direct frameworks for implementing social justice work and creating active engagement across disciplines.

### *Student Union Salaries and Fee Structures in Canada*

Last edit: August 17, 2020

This document looks at the fee structures and salaries of positions at student unions across Canada. The employee structures are compared in a table that lists by institution the number of executives, their individual and combined salaries, undergraduate population, and the cost per student of this amount. Further, each union examined is accompanied by fee information from financial statements and detailed breakdowns of their governance structure. Medical coverage and additional benefits for each union are included.

### *Indigenous Student Support*

#### *Institutional initiatives/actions and comparisons across Canada*

Last edit: September 18, 2020

This document examines different student support programs and initiatives for Indigenous students across Canadian Universities. Beginning with information on Concordia's Indigenous Directions Action Plan and its mandate, the recommendations provided by the indigenous leadership council, student groups, and on-campus resources, our programs are compared with other universities.

Recommendations from indigenous student organizations regarding dedicated cultural spaces, elder in residence, and support programs are provided as well as information on self-identification policies and indigenous recruitment and retention.

### *Diversity, Equity, and Inclusion Policies*

Last edit: September 5, 2020

This document examines the constitutions, bylaws, and policies of different student unions across Canada regarding diversity, equity, and inclusion. The policies examined include hiring equity, mandate objectives, operating protocol, anti-discrimination positions and accessibility reports. These are used to highlight the effective and protective aspects of each policy to provide recommendations for the CSU.

### *International and Domestic Tuition Rates and Fees*

Last edit: October 2, 2020

This document provides information and a comparison of the discrepancy between international and domestic tuition rates at Concordia. Tables were made to estimate tuition and fee structures for

Quebec residents, non-Quebec residents, and international students using the tuition fee calculator, changing only the immigration status variable for each result. Information released by Concordia on tuition framework changes and frequently asked student questions are provided to give rationale on the increased cost.

### *Black Students' Networks Across Canadian Universities*

*Last edit: October 8, 2020*

This document provides information on different Black student networks and associations across Canadian Universities. Descriptions are given of each association's mandate and policies as well as their governing structures and information on their events and programs. Articles from university publications written by members of the networks are also included to better understand their function, history, and importance within the university community.

### *Mental Health Supports from Student Unions*

*Last edit: October 16, 2020*

This document examines different mental health supports offered by student unions across Canada. Programs such as peer support, counselling, and student assistance plans are examined to provide recommendations on how we can address mental health in an effective way. Further the article U of M 2020/2021 Budget Analysis - Call for More Support to Student Mental Health, examines recommendations by the Public Health Agency of Canada and explains the need for expanding mental health support programming within the university and budgetary support.

### *COVID-19 Concordia Updates - As of October 2020*

*Last edit: October 22, 2020*

This document focuses on COVID-19 accommodations and changes to university operations as released by Concordia affecting the Fall 2020 term.

### *Mental Health Resources for BIPOC Students*

*Last edit: October 29, 2020*

This document looks at the mental health resources and programs for BIPOC students offered by student unions across Canada. The programs examined offer different types of support for BIPOC students, including peer support groups, workshops, and resource guides for anti-racism and mental healthcare. Recommendations are provided by these resources to show how the CSU can support BIPOC student's mental health through resources and programs.

## *Pass/Fail and Course Evaluations for the Fall 2020 Semester*

Last edit: October 30, 2020

This document provides information on different universities' approaches to Pass/Fail notations and course evaluations for the Fall 2020 semester in response to COVID-19. Course updates and grading options and their effects for students going forward are explained to provide recommendations for Concordia's end of semester grading notion options.

## *COVID-19 Effects on Student Mental Health*

Last edit: November 20, 2020

This document examines emerging research and student experience regarding the effects of COVID-19 on mental health. Looking at the way students are being affected financially, physically, and mentally this research highlights the need for immediate institutional support through evidence from studies on student mental health and provides recommendations for how the institution can aid students directly.

## *Academic Accommodation Fall 2020 - COVID-19 Response*

Last edit: November 26, 2020

This document looks at different instances of academic accommodations and changes for the Fall 2020 semester across Canadian universities. The responses of Universities in regards to financial aid, events and ceremonies, grading and research, residence, and course information are looked at to provide recommendations to Concordia on supporting students during the pandemic.

## *BIPOC Student Wellness Supports and Services*

Last edit: December 10, 2020

This document examines and compares BIPOC wellness services and supports offered by different universities across Canada. Programs and services offered to students focus on mental health, self-care, and community support through student groups and dedicated cultural spaces. These programs show a wide range of accessible initiatives that provide us with recommendations on extending support at Concordia.

## *Student Union Positions Information*

Last edit: January 14, 2020

This document looks at student union governance and employment structures in regards to dedicated employee positions for indigenous affairs, accessibility, black affairs, and equity. Descriptions of each position and its function offers the CSU information on how we can implement equitable and diverse advocacy positions within the union.

## Online Opt-Out

*Written by Eduardo Malorni, Student Life Coordinator*

Picking up this project from last year, the online opt out is a project mandated by the student body for the CSU to implement. The previous general coordinator mishandling of the project led to a near lawsuit from the fee levy groups. Following a summer of rebuilding the trust between the fee levy groups and an open transparent dialogue between the administration, the CSU, and the fee levy groups, we got a better idea of what the University could provide for the Online Opt-Out system based on the recommendations made by CSU Council. They also informed us that implementation would not be possible in the Fall 2020 semester. At this point, the fee levy groups created their own online opt-out system to serve the students based on the recommendations made by the CSU Council. After a successful Fall 2020 Opt-Out period using the Fee Levies system resulted in the Council voting to make that the final system to be used in the future for Online Opt-Out.

At this moment, an ongoing negotiation is occurring with the fee levy groups to finalize our agreement regarding the handling on the project in accordance with our Referendum Question and Council Mandate.

## International Students Health Plan

*Written by Isaiah Joyner, General Coordinator*

Since 2018, the Concordia Student Union was tasked with the mandate of researching a better international student health plan run by the CSU. This came to a head in the February 2020 where in which the CSU in collaboration with partners from StudentCare, presented the University with a collaboration opportunity which through StudentCare, we provide a plan to International students who were currently being covered by a different provider. The plan presented had lower costs, matched the coverage of the current plan administered by the university, and provided better access to health care. However, in May of 2020, this offer was declined as the University wishes to go through a full request for proposal (RFP) to assess various providers to ensure that they are getting the best offer for students at which StudentCare could make again apply.

Although it was disappointing to see that the proposal was not accepted, we were reassured that the CSU would be able to participate in the RFP and ensure that we have a say in what provider should be selected for international students. Upon return from the break, we had a meeting with all the stakeholders to decide the composition of the committee. There will be six students on the committee in total and three will be undergraduates. I will be sitting on the committee and we will get two other international students to occupy the remaining seats.

Following conversations with some senators who were international students, I got council approval to appoint Colin Long and Hannah Jamet-Lange as the two international students to work with the General Manager and I on this portfolio. We have had various meetings with the committee and separately with the GSA to ensure that international students get the best possible coverage while also being price sensitive. The RFP will happen over the summer and the CSU will still be there to advocate for the needs of its international students.

## Governance Review - Policy Committee

*Written by Sarah Mazhero, Academic and Advocacy Coordinator*

### *By-Laws and Standing Regulations*

The Policy Committee has been meeting once a week since the May of 2020. One of our main projects is to 'harmonize' the CSU Bylaws and ensure that our Code of Conduct and Sexual Violence Policies are enforceable. To ensure this has been done adequately, we have been in contact with the CSU's legal counsel Robertson Shepard Shapiro (RSS). The CSU Bylaws will be going to Referendum on March of 2021.

Below are the following policies that have been passed at council that the Policy Committee has been working on:

- Policy on Elections and Referenda (Passed in October 2020)
- Policy on Council and Committees (Passed in October 2020)
- Judicial Board Code of Procedures (Passed in October 2020)

## Loyola Portfolio

*Written by Malcolm Asselin, Loyola Coordinator*

### *Loyola Committee*

This committee has ended with full membership and it was beautiful to see. Unfortunately, it was too late to bring any significant impact to the event organization or activity. However, despite the membership trouble, the committee has achieved still manage to make an impact this year. The committee worked together to help finance and facilitate the winter Loyola orientation event and collaborated to successfully launch a survey aimed at Loyola students which reached nearly 100 students. Prize options have been selected by the committee to incentivize participation from the Loyola community, by choosing prizes that support the spirit of the BLM movement. It came together to distribute three funding applications – A documentary film production focused on the pandemic and homelessness, quantum enhanced AI, and AI in labs at Concordia, giving 2020\$ total.

## Events

### *Career Fair*

On Career Day, mostly organized by CSU Loyola Committee but included lots of participation from the ASFA Loyola Committee, we had speakers and companies represent nearly all the programs on Loyola campus. Many students felt like this fair was informative, helpful, and encouraging.

### *Academic Day*

In collaboration with the ASFA Loyola Committee and the CSU's Loyola Committee, Academic Day and Career Fair events came to life. Over 200 students trafficked through these events over April 7th and April 8th. It was a success in comparison to many of the events organized throughout the year.

Students had made it clear in multiple surveys that they would like events that were geared towards discussing life after graduation, and I think we delivered a product that fulfilled many of these needs. The workshops were, Job Hunting with an attendance of 70+, Finance Management for Students with an attendance of 45+ and Renting in Montreal with an attendance of 40+.

### *Loyola Specific Speaker Series*

Considering Covid-19, I oriented a significant amount of my budget and time towards speaker series events where students can engage with topics online. To reach a variety of students on Loyola campus, I organized a speaker series about sustainability, where all programs can apply this discussion to their careers. In collaboration with Waste Not Want Not, and SDSA, the event took place on Zoom and YouTube Live where three speakers spoke about their perspective on sustainability. The panel consisted of a professor from University of Toronto who teaches on physics and climate change, a high school teacher and candidate for the Green Party, and an indigenous chief and writer. These three perspectives were important to bring forth in this discussion in relation to the Loyola campus, which is seeded on indigenous lands, and is home to the Science Pavillon. SDSA produced a workshop that appeared before the panel, which introduced the concept of vermicomposting. Participants for this workshop were entered in a raffle to win prizes relating to vermicomposting. Waste Not Want Not's member Keroles Riad hosted the main event. Participants of this event were entered in a raffle to win a prize that related to sustainable companies.

# Sustainability Portfolio

*Written by Amy Nguyen, Sustainability Coordinator*

The end of my mandate comes to a very successful close with a lot of different sustainability initiatives and projects completed. Aside from projects, I sit on various committees which include the Campus Sustainability Engagement Committee, the Sustainability Advisory Committee, Operational Environmental Sustainability Committee, the Sustainability Action Fund, and the Sustainable Development Goals Steering Committee. I have met with the Sustainability Committee 10 times joining the team in November and will continue to meet bi-weekly until the end of my mandate.

## Bursaries

The bursary program will have two rounds of applications, one in January and one in March. This year, Black and Indigenous Student Bursaries were added and COVID-19 relief bursaries in addition to what was already offered last year. A total of 96 bursaries were issued at varying values depending on financial need which ranged from \$500 - \$1500. The applications for bursaries this year reached over 300, reflective of the fact that students are struggling a lot this year. I thought bursaries was one of the most impactful things we could do for students.

### *Ben's Sustainability Scholarship*

With the unfortunate passing of the former Concordia President Benjamin Prunty, the CSU wanted to honor him in some way. To promote more sustainability education as well as providing financial relief for students, a sustainability scholarship was created to honor Ben, who was previously a sustainability coordinator before his term as President. I selected 24 students taking sustainability related classes, and once they have passed their classes, we will be sending them a \$400 scholarship.

## Sustainability Initiatives

### *Sustainability Studies Policy Internship*

For students enrolled in the Minor or Elective Group in Sustainability Studies at the Loyola College for Diversity and Sustainability, they must complete an internship. Since the internship is for credit, they can only be compensated \$2000. The intern revised the Sustainability Policy at the CSU, researched other student union policies, aligned the policy to Concordia's Sustainability Action Plan, and worked alongside organizations such as Zero Waste Concordia. He met with each leader of the streams in the Sustainability Action Plan and came to our bi-weekly meetings to update us on the work he did.

## *Diva Cups*

I was able to pack and send a total of 750 Diva Cups to students who applied for them, and have inventory left over for next year for students to be able to pick up if everything returns back in person.

## *Events*

In collaboration with the Office of Sustainability at Concordia we held three sessions for streams of Concordia's Sustainability Action Plan. We did not do all five because some streams have not finalized their plan, so we focused on Climate, Waste, and Research. Members of the community were able to attend and ask questions for most of the session.

## *Homeless Prevention Project*

In collaboration with the Refugee Center, we are creating an app that will centralize all resources related to homelessness, have an AirBnB style side where people can book short-term discounted leases, and be able to book appointments with social workers that will specialize in mental health issues arising from people who are suffering homelessness who we will hire. For the resources, the app will be modelled like: [allocanada](#). We are hiring four web development interns and one marketing and outreach coordinator for the summer, all of which are Concordia undergraduate students.

## *Sustainability Living Labs and Sustainability Ecosystem*

Through sitting on the SAF board, I thought it would be a fantastic opportunity to be more involved with the new Living Labs Initiative that aims to fund projects that contribute to the Sustainability Action Plan at Concordia. These projects can be led by student, staff, and faculty. Projects that were funded this year were CP3 and Land as our Teacher. When we centralize funds, we can invest in higher scale and higher impact projects. Therefore, we contributed \$50,000 to the project from the sustainability budget. I am also working to develop the Sustainability Ecosystem at Concordia which aims to educate students and professionals in finance and business to incorporate Sustainability in their decision making. We created an internship program to fund two undergraduate interns at start-up sustainability focused funds, and five scholarships for those wanting to advance their sustainability and finance knowledge by taking the Sustainable Investment Professional Certification.

# **Ad Hoc & New Committees**

*Written by Isaiah Joyner, General Coordinator*

*Below is a list of the different Ad Hoc Committees created by the council for this 2020-21 mandate year.*

- Mobilization Committee
- Sponsorship Committee
- Bursary Committee
- Mental Health Committee
- Strategic Planning Committee

# Strategic Planning at the CSU

*Written by Isaiah Joyner, General Coordinator*

For years something that the CSU has been lacking, is the presence of a strategic planning process. That is why over the Fall, I worked to interview various staff, students, executives, and councilors to get their input on different aspects of the CSU. From there I conducted an internal and external analysis of the CSU and put together some core elements of a strategic planning process for the CSU. Once I had that foundation, I went to Council and created a strategic planning Ad Hoc Committee. The committee met and we are currently reviewing those elements and putting together a process in which the CSU can go about strategic planning for years to come. With the end drawing near, the committee may not be able to finish everything in time but if that is the case, I will be sure to ensure that the General Coordinator is well informed to take over where we left off.