



## King's University College Students' Council

### Meeting Minutes

#### AGM

Sunday March 21<sup>st</sup>, 2021

9:00 am

Via Zoom Video Conference

**Present:** B. Kitching, Z. Al-Jaiashi, C Santaguida, M. Hendriksen, O. Youssef, D. Ross, A. Csegeny, A. Gupta, M. Pompili, L. Newell, E. O'Neill, J. Harry, S. Chams, K. Motz, A. Novak, J. Desantis, C. Klooster, A. Fisher, A. Cubellis, M. Kearns, A. Pop, V. Goldsack, A. Brock, D. Zabian, J. Zinn, S. Budhiraja, L. Bauer, I. El Sayed, I. Mouhyee, K. Kozak, R. Morgan, J. Van Dyk, N. Playford, J. Yoon, T. Iwasaki, M. Zecharia, T. Elkhayri, S. Plommer, E. Rusin, H. Clarke, R. Shukla, I. Mouhyee, A. Strathakis, C. Ketchabaw, H. Smith, M. Dias, L. Bauer, L. Crowe, C. Klooster, S. MacLean, D. French, J. Desantis, C. Graham, C. Vilson, J. Taylor, A. Timmermans, M. Plaskett, S. Ahmed, F. Alhourani

**Absent:** J. Tome-Gawluk, A. Allen, M. White, J. Van Bakel, N. Chakraborty, N. Cheifetz, K. Dupuis, E. Cunningham, K. Grignon, M. LaRocque Jarvis, M. Durrani, J. Draper, C. Thakattil, V. Pawson, L. Crowder, A. Aljendi, J. Jamieson, C. Vanessa, J. Yates Du Vernet, R. Powell, Z. Khan, S. Amin, K. Belloso, A. Dai, K. Sullivan, K. Verma, R. Novotny, K. Black, M. Armstrong, J. Arcese, A. Degregory, S. Blee, C. Zheng, I. El Sayed, J. Zinn, N. Cheifetz, A. Milton, J. Ncnamara,

The meeting was called to order at 9:00 am on Sunday March 21, 2021

Followed by the playing of O'Canada and the reading of the Land Recognition.

The agenda was adopted with the changes as included in the finalized reported agenda.

The minutes from the last meeting were moved and approved by council.

#### **Presentations to Council:**

Dean of Students, Joe Henry, gave an address to Council and thanked everyone for their patience and dedication during this difficult pandemic year. He gave a special shout out to the Executive team and the Head Soph for their success during unprecedented times. King's is a place to be and place to become and King's continues to evolve thanks to the dedication of student leaders. We are hopeful for a return to campus in September and are confident that the incoming team will do an amazing job.

Principal, David Malloy, also addressed Council. Malloy expressed his sincere thanks to the outgoing Executive for their Leadership and creativity during the pandemic. He went on to

Congratulate to the incoming Executive on their new roles. He is looking forward to working with them in the year ahead and is confident they will accomplish great things.

The Outgoing Presidential address was given by Ben Kitching. Kitching said that in looking back the pandemic really shaped this experience. He is proud of advocacy work that was completed this year. This included online learning experiences, bus passes, the health and dental plan, combating gender based violence and being part of the OUSA team that attended the OUSA General Assembly. Kitching went on to thank each member of the outgoing team for all their hard work and support. He wished incoming Council the best of luck and encouraged them not to be afraid to speak up if they feel that something isn't right.

Incoming President, Holly Clarke, stated that she is honoured to be the incoming President. She is a third year student in Sociology and Criminology. Clarke is excited to be working with the incoming Council. She stressed the importance of transparency and self awareness in the year ahead. She thanked outgoing Council members for all their hard work and commitment. She extended special thanks to the outgoing Executive team for their perseverance during the pandemic year.

### **Council Business:**

#### **Posted Motions:**

*Seeing as the KUCSC needs an operating budget.*

*Be it resolved, the 2022 - 2022 Budget be approved.*

*Be it further resolved that the budget be reviewed after enrollment numbers are finalized to assess any impact the COVID-19 pandemic had on revenue. Until such review, any operating deficit from decreased enrolment will be absorbed by the existing surplus.*

#### **Motion #1,**

Omar Youssef, CFO, reviewed his proposed budget for 2020-2021. He went through the reasoning for each of the 10 changes he was recommended for the budget. He also provided some suggestions for the next CFO in the event that enrollment is significantly lower for the coming school year. The outline of proposed changes can be found in the appendix.

M/S

Kitching/Youssef

Passed

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*Seeing as racism is an ongoing issue on King's campus,*

*Seeing as the 2020/2021 Advocacy Paper makes recommendations to the college and future councils on how to address racism and support students,*

*Be it resolved, the Vice President of Student Affairs' Advocacy Paper be approved.*

#### **Motion#2 Presentation of Advocacy Paper**

Zainab Al-Jaiashi, VP Student Affairs, presented her policy paper for 2020/2021. The paper examined the importance of increasing the number of radicalized employees at King's University College. Her paper recommends the need for a complete and thorough review of hiring practices at King's as well as need to implement hiring multiple radicalized individuals at all levels rather than hiring only a few token radicalize individuals. In addition to providing a support system for these individuals, Al-Jaiashi recommends resources being made available to all King's employees to increase understanding of the situation.

**Call to Action: Need to Increase Racialized Employees at King's University College**

Purpose of the paper

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M/S	Al-Jaiashi/Kitching	Passed
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*Seeing as the KUCSC is always looking to foster student engagement on campus;*

*Be it resolved that Council ratify the proposed King's Women in Politics Club.*

Motion # 3 Club Proposal, Women in Politics

Laura Crowe gave a presentation regarding a proposal to have a Women in Politics Club. She outlined that most Political Science students are male. Women and non binary students don't feel comfortable speaking up in classes. This club would support and encourage these students. This club would be focused on empowering women in politics. Crowe indicated that this club would have a different focus then the Political Science Club.

Following questions and debate President Kitching put forward a motion to table the motion and bring it forward at the next meeting once issues with the constitution and budget have been sorted out. The motion was seconded by Santaguida. Kitching stressed that he feels that the club is a great idea but that the proposal needs a bit more work.

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M/S	Santaguida/Kitching	Passed
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*Seeing as the KUCSC advocates for an inclusive campus for all students;*

*Seeing as the Pride flag is an important symbol of acceptance and plays an important role in creating a welcoming atmosphere for LGBTQIA2S+ students;*

*Seeing as the College has thus far refused to fly the Pride flag;*

*Be it resolved that Council formally calls upon King's University College to fly the Pride flag during Pride Month this year.*

Motion # 4, Pride Flag Motion

Kitching spoke to the motion. This is an issue that he has been advocating for all year. Dialogue with the College has broken down. Kitching is asking Council to formally ask the King's administration to raise the Pride flag and have a more inclusive campus.





Final Role Call

*Motion to adjourn was put forward and carried with all in favour.*

The meeting ended at 2:53 pm

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Appendix:

AGENDA-AGM

March 21st, 2021

Zoom

9:00 am

1. O' Canada
2. Land Recognition
3. Adopt Agenda
4. Approval of minutes
5. Speakers Announcements
6. Dean Address
  - a. Joe Henry
  - b. David Malloy
7. Outgoing/Ingoing Presidential Address (5 minutes)
  - a. Ben Kitchings (5 minutes)
  - b. Holly Clark (5 minutes)
8. Council Business
  - a. Budget Proposal (Omar Youssef)
  - b. Kings Women in Politics Club
9. Posted Motions (Outgoing only)

- a. Motions 1-4
- 10. Ratification of incoming council (Outgoing only)
  - a. Motion 5
- 11. Break (10 Minutes)
- 12. Outgoing/Incoming Motions
  - a. Motion 6-7
- 13. Election of CCO and CFO (Outgoing/incoming vote)
  - a. Presentations by CCO candidates (10 minutes total) (Q and A following each presentation)
  - b. Presentations by CFO candidates (10 minutes total) (Q and A following each presentation)
  - c. Motion to destroy ballots (Motion 8)
- 14. Break (30 minutes)
  - a. Calculation of votes and results announced from elections likely to take place during this time
  - b. Very important that you make sure to come back to the chat
- 15. Exec reports
  - a. President - Ben Kitchings
  - b. VPSA- Zainab Al-Jaiashi
  - c. VPSE- Courtney Santaguida
  - d. CCO- Maddy Hendrikson
  - e. CFO- Omar Yousseff
- 16. DE-ratification of Outgoing council/ Approval of Corporate Minutes
  - a. Motion 13
- 17. New Business (Incoming Only)
- 18. Adjournment

PLEASE NOTE: Please find attached the posted motion schedule along with supporting documentation.

## **Motions for AGM**

### **OUTGOING COUNCIL**

#### Motion 1

Seeing as the KUCSC needs an operating budget.

Be it resolved, the 2022 - 2022 Budget be approved.

Be it further resolved that the budget be reviewed after enrollment numbers are finalized to assess any impact, the COVID-19 pandemic had on revenue. Until such review, any operating deficit from decreased enrolment will be absorbed by the existing surplus.

#### Appendix I

[https://drive.google.com/drive/folders/182juue\\_QUwH1-VVgfTSJQy26tIKF3BXi?usp=sharing](https://drive.google.com/drive/folders/182juue_QUwH1-VVgfTSJQy26tIKF3BXi?usp=sharing)

Kitching/Youssef

#### Motion 2

Seeing as racism is an ongoing issue on King's campus,

Seeing as the 2020/2021 Advocacy Paper makes recommendations to the college and future councils on how to address racism and support students,

Be it resolved, the Vice President of Student Affairs' Advocacy Paper be approved.

#### Appendix II

<https://drive.google.com/drive/folders/1SeD1wYyqC--SPGPj8QWV1ubW1WNqi5p?usp=sharing>

Al-Jaiashi/Kitching

#### Motion 3

Seeing as the KUCSC is always looking to foster student engagement on campus;

Be it resolved that Council ratify the proposed King's Women In Politics Club.

Appendix III

[https://drive.google.com/drive/folders/19fAbktYFOi6qj1MCMtBZrVPrFaO\\_uPjo?usp=sharing](https://drive.google.com/drive/folders/19fAbktYFOi6qj1MCMtBZrVPrFaO_uPjo?usp=sharing)

Santaguida/Kitching

Motion 4

Seeing as the KUCSC advocates for an inclusive campus for all students; Seeing as the Pride flag is an important symbol of acceptance and plays an important

role in creating a welcoming atmosphere for LGBTQIA2S+ students;

Seeing as the College has thus far refused to fly the Pride flag;

Be it resolved that Council formally calls upon King's University College to fly the Pride flag during Pride Month this year.

Kitching/Al-Jaiashi

Motion 5

Be it resolved, the 2020 - 2021 Council be ratified.

Kitching/Al-Jaiashi

## OUTGOING AND INCOMING

Motion 6

Whereas, the KUCSC elects the incoming Chief Communications Officer at the Annual General Meeting,

Be it resolved, that Council elect a candidate to the Chief Communications Officer

position,

Kitching/Hendriksen

Appendix IV

[https://drive.google.com/drive/folders/11xAUi4YQk5kHQqlitOH3wzZ43P0\\_pZFv?usp=sharing](https://drive.google.com/drive/folders/11xAUi4YQk5kHQqlitOH3wzZ43P0_pZFv?usp=sharing)

Motion 7

Whereas, the KUCSC elects the incoming Chief Financial Officer at the Annual General Meeting,

Be it resolved, that Council elect a candidate to the Chief Financial Officer position.

Appendix V

<https://drive.google.com/drive/folders/1t10fccul27VpmqAMuzLuiBIS30i5w0Tr?usp=sharing>

Kitching/Youssef

Motion 8

Be it resolved, that the ballots from the Chief Communications Officer election and the Chief Financial Officer election be destroyed.

Kitching/O'Niell

Motion #9

Be it resolved, that the 2019 - 2020 Council be de-ratified,

Be it further resolved, that Council approve the corporate minutes.

Kitching/Clark

## 2021-2022 Budget Proposal Summary

### **Total Summary of Changes:**

<b>Change in Budget</b>	<b>Reasoning</b>
<p><b>#1</b> Maintained the increase of associate pay for 2021-2022 as per previous motion Feb 2021</p> <ul style="list-style-type: none"><li>○ Including: Associate honoraria for the Executive Assistant to the President, Associate Vice President Student Events, Associate Vice-President Student Affairs, and Associate Chief Communications Officer be increased to honorarium is increased to \$1300</li></ul>	Maintaining our existing motions is important to maintain council's hard work
<p><b>#2</b> Under Student Events we have allocated a portion towards a set portion of the budget going towards Relay each year</p>	Every year the KUCSC Relay budget donates to Relay, though this amount isn't specific every year. This new line will act as a guideline on how much we can donate each year to keep each year consistent
<p><b>#3</b> Under Executive Expenses it is recommended we increase our contingency fund to \$4000</p> <ul style="list-style-type: none"><li>○ The contingency fund is an emergency fund that acts as a safety net for unexpected costs to save our council from seeking funds from other areas including other budgets or bank accounts outside of our revenue areas.</li></ul>	Since this year we have exceeded this \$3000 safety net this year. It is optimal to increase this budget to avoid stress to other budget areas and allow execs to support more causes.

<p><b>#4</b> Under the King's Ice Rink Budget we have incurred a new expense of Overhauling the snow blower which typically costs \$500.</p>	<p>This is a standard expense that is a required maintain the King's Rink</p> <p>Process: The snow blower that needs to be overhauled. That involves Huron Tractor picking up the machine, overhauling the motor and making any necessary repairs. They then need to bring it back to King's</p>
<p><b>#5</b> A new Communications and Technologies</p>	<p>Given that many clubs and execs this year</p>

<p>expense of \$1000 has been added to the budget under operating to cover any executive zoom and technology expenses necessary to have optimal virtual communications and conferencing.</p>	<p>have had to purchase additional zoom subscriptions I thought it would be helpful to have those expenses in one specified area as well as per recommendation of the Finance Committee</p>
<p><b>#6 Capital Investment:</b> Purchase of a \$200 printer for the King's Connection</p>	<p>In order to increase the efficiency of online orders the King's Connection requires a label printer.</p>
<p><b>#7</b> Decrease office expense budget by \$1000</p>	<p>Given we've never exceeded our office expense this is a good opportunity to decrease it to reduce costs for other areas in the budget</p>
<p><b>#8</b> Decrease governance expense by \$400</p>	<p>Given this budget is very underused, about 5%-10% of this budget is actually used in previous years. I saw it fit to change to better decrease our potential deficit</p>
<p><b>#9</b> Decrease late breakfast expense by \$500</p>	<p>Given the previous year before COVID the full budget wasn't used and if the budget was potentially exceeded, we can refer to the contingency to give a more flexibility on the budget.</p>

**#10** Under the Orientation Week Portfolio, it been brought to our attention that it is necessary to recognize the need for an increase in pay for our programming assistants by \$125 per PA giving a total increase of \$500 for 4 PA's

In order to recognize their Hard Work and motivate future appreciation.

**King's University College Students' Council**  
**Call to Action: Need to Increase Racialized Employees at King's University College**  
**ADVOCACY PAPER**

Authored By: Zainab Al-Jaiashi, Vice President Student Affairs

**EFFECTIVE: 2021-03-21**

**SUPERSEDES: N/A**

**AUTHORITY:**

**RATIFIED BY:**

Executive Summary:

- The local context of anti-racism hiring at King's University College
- Implications of public statements
- Examination of actions committed and accomplished since public statements
- Final recommendations for King's University College in order to create a more inclusive and equitable campus.

**Local Context:**

The purpose of this paper is to assess King's University College's commitment to race equity in the workforce and examine the work that administration, staff, and faculties on campus have done in terms of the hiring of racialized people, and the work that still need to be done in order for King's to become a truly equitable campus. Race equity refers to the idea that someone's racial identity would have no effect on how they are hired and treated within a workforce (Suarez, 2018). However, this cannot be achieved until institutions have fully addressed and dealt with structural racism. Racism has been a prevalent issue on our campuses over the years, however over the last year, King's has made various public statements condemning racist acts on campus and promising to do better in the future. Although this is a statement in which King's has been passionate, we have yet to see tangible actions taken place. King's has recently prided itself on its commitment to diversity through these statements. It is important to note that Statistics Canada does not collect data on racialized minorities as part of university campuses, however, by simply looking at faculty, staff, and

administrators who populate classrooms, college council meetings etc., we see disproportionately less racialized minorities than white individuals at King's University College (Cheena & Allison, 2019).

King's has had numerous opportunities to hire racialized individuals over this past year, however, it has yet to add to its diversity, and as a result, it is clear that much work still needs to be done. A lack of diversity on campus results in students who feel isolated, disconnected, and unseen by their school, as reported through multiple student interviews, as well as through the Anti-Racism Working Group (AWRG) at Western (President's Anti-Racism Report). Many students have reported that when seeing themselves represented through campus faculty and staff, they feel more comfortable attending that institution (Anonymous King's Students). As a result, one can assume that if King's did hire a more racially diverse staff, then we would see a more racially diverse student body replicated as well (President's Anti-Racism Report). Many students over this past year have noted aggression from professors over their race or activism, this is an experience that cannot be erased in a year, however, can be lessened by the hiring of racialized professors (Anonymous King's Student).

Additionally, many racialized students have noted that they would feel more comfortable accessing counselling at King's if they had a councillor on the staff that looked like them and had the same lived experience. It is important to note that currently King's counselling services only have two full-time staff members on their team. Out of those two, one of them is a racialized individual (Interview with Joanna Bedggood). Although this would mean that 50% of the counselling staff is racialized, this is not reflective of student's feelings towards counselling services and their comfortability with accessing those services. As a result, it is important to address and note some recommendations that would make students feel more comfortable and included through campus life.

### **The Implication of Public Statements:**

Diversity statements have been on the rise this last year, with the intention of making the general minority population feel more accepted and welcomed at their institution (Kang & Jun & Tilcsik & DeCelles, 2016). The majority of students interviewed for this paper noted that they feel that they view campus in a different light than their white peers (Interviews with Anonymous Student). This resulted in them feeling disconnected from the campus environment, as they did not feel that the campus truly was welcoming or “diverse-friendly”, as many statements released by King’s had indicated. Consequently, many of these statements had the opposite effect intended. Feelings of inaction or frustration are multiplied when students, staff, faculty, and administration do not see action behind these diversity statements.

While departments such as the accessibility and personal counselling office have mandatory training on BIPOC issues, Indigenous issues etc. every year, administration, staff and faculty do not have such training (Interview with Joanna Bedggood). As a result, this training is not given to those who end up hiring and communicating with racialized individuals who are looking for jobs. This creates a gap in racialized individuals seen on campus, and consequently, students do not feel comfortable attending this institution. One student noted that “seeing a black professor on a pamphlet for my program was what made me want to come to King’s and be mentored by this professor” (Anonymous Student at King’s). Thus, we see that the hiring of racialized individuals truly helps to make students feel more connected and valued on their campus. As a result, King’s should aim to begin to put actions behind their words and implement practices that aim at hiring more racialized staff, faculty, and administration.

### **Examination of Promises Made:**

In the summer of 2020, protests and activists all over the world began to demand justice for BIPOC issues. This resulted in widespread actions being committed all over Canada in order to make the shift towards an equitable and just society. Among those was King’s University College, which put out a statement condemning racist acts on campus and promising to create an Anti-Racism Working Group with Brescia University College. This working group set out to

make a list of recommendations to Principals both at Brescia and King's in order to encompass all the work the King's and Brescia need to enact in order to become a truly equitable campus. Although the working group is still in progress, with the intention of providing recommendations to the Principals soon, King's University College should begin working on its Anti-Racist actions now. While it is important to create a working group in order to assess the full extent in which we need to work on anti-racist policies, it was already clear that King's had underlying issues of racism. This was seen throughout the incident of Summer 2020, in which a King's Student reported a racist slur in one of their classes (Butler, 2020), as well as many stories I heard throughout student interviews. As a result, it is imperative that King's University College begin its implementation and actions of the issues noted throughout this paper. These issues can be addressed in the following section.

### **Recommendations:**

Anti-Racism can be accomplished through rigorous training, anti-racism policies, and interventions. Racism cannot and will not be interrupted through public statements, in which there is no action taken behind the scenes. As a result, it is important for King's to begin to truly implement the equitable, diverse, and inclusive hiring practices that they have committed to. This is not done through token hiring, but rather through removing the white lens that is prominent throughout our campus, and replacing it with a post-colonial lens that represents the diverse students at King's. Certain authors have argued that when diverse racialized employees are hired, it is often done because of tokenism. This is not the case, and this is an extremely offensive and hurtful statement. This statement does not take into consideration that racialized individuals are actually highly qualified, and academically inclined people (Grant, 2007, P.12). As a result, it is important to prioritize this hiring in order to become a more inclusive and equitable campus. This begins first and foremost with the hiring of an Equity, Diversity, and Inclusion Office (EDI). King's College is behind many post-secondary institutions with its hiring

of an EDI officer, and this is reflected in its policies and overall hiring of staff. As a result, King's University College needs to catch up to other institutions that have made historic and timely hiring of their staff, faculty, and administration. These kinds of hirings can be done in these ways:

1. A complete and thorough review of the hiring and recruitment processes in order to promote diversity and inclusion on campus. Additionally, finding ways to incentivize all departments in upholding this diversity. This can be done by awarding research grants or providing community partnerships that celebrate diversity and inclusion in those departments. These processes should be completed alongside the EDI officer that King's should prioritize in hiring.
2. Creating and promoting diversity, anti-racism, and making long-lasting change by increasing diverse representation through creating or enhancing programs that target and recruit racialized faculty, staff, and administrative members across all programs and departments. This can also be done by participating in cluster hires (multiple racialized individuals), in order for incoming staff, faculty, and administration to have a community in which they feel supported and seen.
  - a. Additionally, King's University College should work with part-time professors (who are often racialized) in order to set them on track for tenured positions., further creating an equitable campus (Presidents Anti-Racism WG Final Report). This also includes ensuring that all levels of the job hiring process are clear and transparent.
3. Creating mentorship programming, counselling groups, anti-racism working groups led by racialized individuals, in order to have a community of like-minded people who feel supported and heard by their peers. This will include students and faculty, staff, and administrators. Can be similar to the BIPOC Student Support Group.

4. Racialized staff, faculty, and administration should be provided resources and supports to expand the minority and racialized history of Canada, and King's University College in the classroom, in order to hold accountable to the systemic racism that our institution was built on.
5. Exploring hiring of more racialized counsellors at King's in order to be available to help students with the effects and negative consequences of racism on campus and in their personal lives.
  - a. If this is not possible due to budgetary restrictions or King's small campus, then exploring online resources where racialized students can get access to free counselling by individuals who look and have the same lived experiences. This prevents students from experiencing micro-aggressions or similar experiences during counselling that might hinder their ability to accept and reach out to counselling services in the future.

The hiring of racialized individuals in all aspects of campus life would not only increase King's commitment to creating an equitable and diverse environment, however, it would also make it easier and more comfortable for students to report acts of racism on campus. Therefore, it is imperative that King's University College does not stand on the sidelines while other post-secondary institutions have begun increasing their diverse staff, faculty and administration, but rather, King's should catch up with these various institutions and prove its commitment to equitable and diverse practices.

## Bibliography

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