



## King's University College Students' Council

### AGM Meeting Minutes

Sunday March 3st,2019

9:00 am

SA150

**Present:** Hadia Fiaz, Ellie Kozak, Emma Murray, Matthieu LaRocque, Jarvis, Nistha Chakraborty, Eman Chahbar, Seamus Sylvester, Benjamin Kitching, Daniel Khayat, Ramiz Shamas-Toma, Adam Fisher, Ashley Manocha, Zach Hunter, Taralyn Wohlfeld, , Adam Fisher, Marly Vendrig, , Courtney Santaguida, Emily Skinner, Gabrielle Mcdonald, Alexis Cruz, Aleia Collymore, Ashely Calahan, Nour Alard, Claire Linley, Zainab Al-Jaish, Alexa McKinnon, Amanda Harvey, Katie Dennis, Chloe Godin, Caitlin Baruth, Michaeline Falla, Allie Verbeem, , Mark Creighton, , Marc Gaudet, Muhammad Syed, Kristina Chung, Nicole Foster, Serena Dicico, Paul Radocchia, Matt Trenholm, Naomi Paudwal, Danielle McLennan, Kayla Hendriks, Catherine Dore. Chris Anthony, Nadra Ghali, Dylan Rundle, Madison Blackwell, Cassidy Sweet, Elise Geschiere, Salena Halbouni, Jacalyn Hall, Taylor Mitchell, Duke Daniel Osei, Ryan Duan, Melissa Janozeski, Jess Afara,

**Absent with Regrets:** Mack McGee, Srithi Rai Chowdhury, Chloe Duggal, Daphne Coloumb, Zahra Khawaja, Shey Antille, Danielle Bushey, Kylie Petahtegoose, Claire Pompillii, Jillian Bjelan, Alyssa Lucier, Mary Capton, Selena Zabian, Jon Pavey

**Absent:** Julia Chiasson, Allie Powers, Alexandra Tsychenko, Khadeejah Haque, Bryce Craig, Hamza Fadel, Matt Kraeft, Kelsey Dallaire, Ibrahim Surur, Karissa Butt, Dylan Rundle, Dipesh Mistry, Jesse Bolton, Emma Coelho, Salena Halbouni, Sarah Menzies,

The meeting was called to order at 9:00 am on Sunday January 13th, 2019

Council joined in the singing of O'Canada, a silent moment of reflection and an Indigenous Land Recognition.

Attendance

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

The minutes from the last meeting were approved by council.

### **Member Announcements:**

Dean Joe Henry gave an address to Council. He thanked everyone for their hard work and welcomed all new members. He pointed out that there would be new challenges ahead with funding changes and assured everyone that he is there to support Council during this time of transition

### **Outgoing and Incoming Presidential Addresses**

H. Fiaz, (outgoing)

President Fiaz gave an outgoing address thanking everyone and reflecting on the challenges and triumphs of the past year.

J. Afara

President Elect Afara thanked outgoing Council members and welcomed new all members to Council. She encouraged all new members to come forward to and collaborate on initiatives. Afara also touched on the impact of upcoming changes to funding for Council.

### **Presentations to Council:**

#### **Club Presentations**

1. Entrepreneurship and Networking Club;  
Two representatives from the proposed Entrepreneurship Club talked about the club they are planning. The club would like to provide students with networking and entrepreneurship related discussion opportunities. They underlined that they understand that Council Clubs have limited funds but that they have a number of fundraising ideas.
  - Chakraborty asked if there weren't clubs that already provided these opportunities?
  - Carlson, the proposed club representative, agreed that there are existing clubs that provide networking opportunities but he asserted that this clubs mandate would not be a duplication?
  
2. Taste of King's Club;  
Two representatives of the projected club, brought forward a proposal for a group which would provide opportunities to share diverse cultural food. The idea is to have small groups of like-minded students that can share food and friendship in a fun and comfortable environment. It would also give students the opportunity to learn to cook.
  - Linley asked how they would insure the accessibility of their events if they are held off campus.
  - Afara asked how the club would be paying for the food.
  - They responded that they would charge students attending the event the cost of the food,

### **Strategic Vision Paper Presentation:**

(Document available in the appendix)

President Fiaz explained that she did not complete the Strategic Plan as she was tasked to do. She outlined that she did not comprehend how much work the task required and did not budget her time appropriately. She has however created a "One Year Vision Paper" which she hopes will provide Council some direction in light of the new student opt in initiative brought forward by the Provincial Government.

Fiaz explained that the year ahead should focus on two main issues:

- Communication and Outreach Strategy
- Budget

Following the presentation there was a discussion regarding WUSC which underlined concerns that WUSC funding be secure and could not be redirected into other programming.

### **Policy Paper Presentation**

(Policy paper is available in the appendix)

VPSA, Claire Linley, presented the Policy Paper on the concerns of the LGBT2 Community in the King's College environment. Linley outlined the historical context of on this issue at King's. Best Practices were researched at other institutions and outlined. She also outlined her recommendations going forward and explained that she would be going over the paper with Dean of Students, Joe Henry.

Lunch Break

### **Budget Presentation:**

(Budget Power Point Presentation Attached)

CFO, Paul Raddoccia, presented the proposed budget to the 2019/2020 Council. He explained that he followed the strategic mandates of the current KUCSC Strategic Plan when he created the budget. His focus was not to spend beyond Council's means.

Goals:

3. Provide Multiple Models in the unpredictable environment ahead
4. Provide plan to stretch Council savings
5. Provide plan

Major changes include the following:

Executive pay will be scaled back, the Grants Committee will be unused because there won't be any money in it, there will be no Associate Honoraria, the Regis will be defunded, WUSC will be funded, the Affairs Portfolio will not have money to have a speaker, club budgets will cut drastically.

*There was break at 1:00 pm as the meeting had lost quorum. Voting members who should have been present to either come to the meeting or give proxy voting rights were contacted. The meeting resumed at 1:20 with appropriate quorum of voting members.*

### **Council Business:**

*Seeing as, the 2019-2020 KUCSC needs an operating budget for next year;  
Be it resolved, council approves the presented Annual Operating Budget.*

### **Motion #1: Annual Operating Budget Approval (Outgoing only)**

*Seeing as, the 2018-2019 KUCSC council has completed their term;*

*Be it resolved; the incoming 2019-2020 KUCSC council be ratified.*

**Motion #2: Ratification of Incoming Councillors**

*M/S*

*Fiaz/Kozak*

*Passed*

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**Election of CCO and CFO:**

A presentation was made by CCO candidate Victoria Almeida. Almeida discussed ideas she had for the KUCSC Communications Portfolio in the year ahead and she presented the tasks set out by the outgoing CCO including a sample press release and poster.

The CFO candidate, Nadra Ghali, gave a presentation outlining her past experience and skills that would make her a good candidate for CFO. Outgoing CFO Paul Raddoccia reported that Ghali had done well on the KUCSC Finance test which Ghali completed earlier in the week.

Election of CCO and CFO (Outgoing and Incoming):

A vote of confidence, paper ballot was distributed to Council members. Following the collection of the ballots, votes were counted and it was announced that both candidates had been confirmed in their positions.

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**Executive Reports:**

1. President , Hadia Fiaz
2. Chief Communications Officer,
3. VP Student Events, Emily Skinner
4. CFO – Paul Raddoccia
5. VP Student Affairs – Claire Linley

*Executive Reports are available in full on the website*

**Posted Motions (Outgoing Only)**

*Seeing as, King's has a renewed interest in a ratified Entrepreneurship Club,*

*Be it resolved, that the KUCSC ratify the Entrepreneurship & Networking Club (ENC).*

**Motion #3: Ratification of Entrepreneurship & Networking Club.**

A motion was put forward to ratify the Entrepreneurship & Networking club.

*M/S*

*Linley/Dennis*

*Motion Failed*

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*Seeing as, King's does not possess a ratified food and culture club and there is an evident interest in creating one at King's;*

*Be it resolved, that the KUCSC ratify the Taste of King's Club.*

**Motion #4: Ratification of Taste of King's Club**

A motion was put forward to ratify the Taste of King's Club.

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*M/S* *Linley/Dennis* *Motion Failed*

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*Seeing as, the Advocacy paper is an important part of the KUCSC's standing policy;*

*Seeing as, LGBTQ2+ inclusion and advocacy should and must become an action-oriented commitment from the KUCSC in order to improve the student experience at King's University College;*

*Be it resolved that 2018-2019 Advocacy paper be adopted and passed by this year's council.*

**Motion #5: Advocacy Paper**

A motion was put forward to adopt the 2018/19 Advocacy Paper.

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*M/S* *Linley/Dennis* *Passed (with three opposed)*

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*Seeing as, Residence Assistants are an essential part of residence life and provide support and mentorship to first-year students, in addition to planning residence events;*

*Seeing as, Residence Assistants do not have a direct relationship with the KUCSC which can result in the duplication of events and efforts;*

*Be it resolved, a Residence Assistant Commissioner position be created under the Student Events portfolio,*

*Be it further resolved, the Commissioner Terms of Reference be amended as follows:*

*4.11 Residence Assistant Commissioner*

- I. Shall be a member of the Student Events Committee;*
- II. Shall represent the voice of all Residence Assistants to the KUCSC;*
- III. Shall be responsible for updating Residence Assistants on KUCSC events and Initiatives; and,*
- IV. Check KUCSC email two times per week (biweekly).*

**Motion #6: Residence Commissioner**

White spoke to the motion explaining that this is an important change which would help to promote collaboration between the KUCSC and RA's.

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*M/S* *White/Afara* *Passed*

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**Current:**

**11.01. 13 Electronic Campaigning:**

- (i) All of the physical campaigning rules in this section of the bylaw also apply to use of social media, with necessary modifications.*

**Modified:**

**11.01.13 Electronic Campaigning:**

(i) All of the campaigning rules in this section of the bylaw also apply to use of social media.

(ii) Candidates and members of her campaign team are prohibited from using the direct message function of any social media site for promotional purposes during the campaign or voting periods.

a. The use of direct messaging for promotional purposes will only be permitted during the campaign period if the candidate or members of her campaign team explicitly ask for permission to send campaign materials, talk about her platform, or otherwise discuss her campaign in any capacity. The individual receiving the message must respond in the affirmative (i.e. "Yes"). A non-response is equivalent to a negative response (i.e. "No").

**Motion #7: By-Law 2 Revision**

Governance Associate, Pennington spoke, to the motion explaining that these changes that will clarify and streamline the social media aspects of the election.

*M/S* *Pennington/Afara* *Passed*

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**Affiliate Agreement Motion**

See document in the appendix

Raddoccia gave an explanation of the current status of the Affiliate Agreement as a result of the Student Choice Initiative.

*M/S* *Raddoccia/Kozac* *Passed*

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Seeing as, the 2018-2019 KUCSC council has completed their term;

Be it resolved, that council accept the corporate minutes and Board of Directors;

Be it further resolved, that the 2018-2019 KUCSC council be dissolved.

**Motion #8: Dissolution of Outgoing council and Acceptance of Corporate Minutes**

*M/S* *Fiaz/Kozak* *Passed*

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**New Business (Incoming Only)**

**A motion was put forward to adjourn the meeting**

*M/S* *Afara/White* *Passed*

The meeting was adjourned at 4:03

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## Appendix



### King's University College Students' Council

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#### Annual General Meeting 2019 Agenda

March 31<sup>st</sup>, 2019

9:00am

- (1) Call to Order
- (2) Indigenous Land Recognition
- (3) Singing of "O Canada"
- (4) Silent Moment of Reflection
- (5) Adoption of the Agenda
- (6) Approval of the Minutes
- (7) Speaker's Announcements
- (8) Member's Announcements
- (9) Outgoing and Incoming Presidential Addresses (10 minutes)
  - I. *H. Fiaz* (5 mins)
  - II. *J. Afara* (5 mins)
- (10) Presentations to council (1.5 hours)
  - I. Club Presentation: Entrepreneurship & Networking Club (ENC) (5 mins)
  - II. Club Presentation: Taste of King's Club (5 mins)
  - III. 1 Year Strategic Vision Standing Policy Paper Presentation (*President, H. Fiaz*, 20 mins)
  - IV. Strategic Plan Consultation (*President, H. Fiaz*, 20 mins)
  - V. Policy Paper Presentation (*VPSA, C. Linley*, 20 mins)
  - VI. Budget Presentation (*CFO, P. Radocchia*, 20 mins)
- (11) Council Business (35 mins)
  - I. Annual Operating Budget Motion (Outgoing Only)
  - II. Ratification of Incoming Councilors
  - III. Election of CCO and CFO (Outgoing and Incoming)
    - i. Presentation by CFO Candidate (10 mins)
    - ii. Presentation by CCO Candidate (10 mins)
    - iii. Calculation of Votes & Results Announcement (10 mins)
- (12) **Lunch and Photos Break (11-12:30, 1.5 hours)**
- (13) Executive and Committee Reports (30 mins)
  - I. President - *H. Fiaz*
  - II. VPSA - *C. Linley*
  - III. VPSE - *E. Skinner*
  - IV. CCO - *J. Chiasson*

- V. CFO - *P. Radocchia*
- (14) Posted Motions (Outgoing Only)
  - I. Motion #1: Ratification of Entrepreneurship & Networking Club
  - II. Motion #2: Ratification of Taste of King's Club
  - III. Motion #3: Advocacy Paper
  - IV. Motion #4: Residence Representative
  - V. Motion #5: By-Law 2 Revision
  - VI. Motion #6: Dissolution of Outgoing council and Acceptance of Corporate Minutes (Outgoing and Incoming)
- (15) New Business (Incoming Only)
- (16) Question Period
- (17) Adjournment

## KUCSC | One Year Strategic Vision

**Mandate:** Outline guiding strategic priorities for the King's University College Students' Council (KUCSC) for the 2019-2020 year.

### **Guiding Questions for Strategic Visioning:**

1. Are we doing what we do because its enhancing the student experience or because that's the way things have been done?
2. How do we re-imagine who we are, what we do and why we do it in the current political climate?

**Guiding Principles:** Educate, Advocate and Innovate.

- **Educate:** The KUCSC must educate the community about who we are, what we do and *why* we do it.
- **Advocate:** The KUCSC must work towards strengthening its reputation as an advocacy body fighting for the rights of King's students.
- **Innovate:** The KUCSC must re-imagine the way we operate and how we communicate to students and various partners both internal and external to the King's community.

**Policy Context:** Student Choice Initiative Policy Era

In January, the Training, Colleges and Universities Minister Merrilee Fullerton announced the "student choice initiative," a new fee model which allows students to choose what they want to pay for and how that money will be allocated. This policy change mandates that both universities and student councils itemize their fee structures so students can choose to opt-out of non-mandatory ancillary fees. This policy change assumes that students currently don't have a choice in influencing their fees however, elections and referendums allow students to guide their fees. Furthermore, this policy diminishes the revenue stability that institutions and student councils need in order to ensure continuity of vital services and programing. Without stable, predictable funding student councils will be forced to end a wide variety of programs and services.

**Recommendations:** These strategic recommendations are based off of the guiding principles indicated above and are not numbered in order of relevance.

### **Communication & Outreach**

1. In order to have consistent and clear branding, over the summer the Chief Communication Officer (CCO) in collaboration with the rest of the executive should create a comprehensive communications plan.
  - a. King's values the diverse experiential learning opportunities they offer students. Within the KUCSC communications strategy, the experiential learning opportunities that KUCSC provides should be highlighted. Demonstrating the potential for professional and personal development for students who choose to get involved with extra-curriculars.
2. Enhancing the student experience at King's is one of the core functions of the KUCSC and must be widely advertised to prospective and current students. The Chief Communications Officer in collaboration with all other executives should develop a comprehensive KUCSC survey to understand the the needs and wants of the King's student body. This survey will work both as a data gathering and marketing tool, as the survey is disseminated more students will become aware of the KUCSC and the KUCSC will better understand the need of the student body it serves.

3. In recent years, we have used both online and in person modes of communication to get information out to students about our events and initiatives. Moving forward, communication through people will be more important than ever. Mobilizing councillors and executives to go out and talk to students will be incredibly valuable when trying to raise brand awareness. Strategies include but not limited to: residence blitzes, classroom visits and open office hours in different King's buildings.

4. It is imperative that Council position itself as an advocacy body within King's and the broader London community so it can continue to serve the needs of current students and help steward a sustainable KUCSC for future student leaders.

a. Student Community:

i. Collaborating with and supporting the efforts of the University Students' Council (USC) should be a priority. It is through the USC that the KUCSC will have the opportunity to engage in provincial student lobbying with groups such as the Ontario Undergraduate Student Alliance (OUSA).

b. London Community:

.The KUCSC should work towards strengthening relationships with our ward councillor and London City Council as a whole to allow for increased lobbying opportunities on municipal issues.

i. The KUCSC should strive to create new partnerships and sponsorships that can help support events and initiatives of Council. Building partnerships within the community will help raise awareness about the KUCSC within London while also equipping Council with marketing material to distinguish our contribution to the student experience at King's.

## **Budget**

5. The Student Choice Initiative will inevitably reduce Council's operating revenues for as long as it is in force. This means that spending levels will likely have to decrease by a significant factor in future years, and this also means that Council will have to limit its programming scope. Future budgets and fiscal decisions ought to prioritize saving and fiscal tightening where possible, but must balance this priority with another equally important priority: focusing scarce funds on the programming that is most central to Council's contribution to student life, and ensuring that Council is not too zealous in its pursuit of fiscal tightening and finding savings.

6. The WUSC SRP's budget will become a part of Council's budget for the first time in the 2019-20 year. The SRP's beginning, for better or worse, coincides with an uncertain time for student council's budgeting expectations. Keeping student choice in mind, it is imperative that Council assess, year-by-year, the sustainability of SRP-related spending, to ensure that Council can adequately and sustainably provide for a student refugee.

## **Concluding Remarks**

In Ontario, student councils haven't faced a policy change as drastic as the Student Choice Initiative. Now more than ever, the KUCSC must work together as a team - all portfolios must collaborate to create proactive marketing strategies to generate opt-ins and zero-in on what we consider crucial spending areas for Council. This document serves to provide next years council with some strategic guidance on how to navigate the student choice era. The 2018/2019 executive hopes that the incoming council will pay attention to the strategic recommendations and will continue to work diligently to improve the student experience at King's.

**King's University College Students' Council**  
**LGBTQ2+ INCLUSION AT KING'S UNIVERSITY COLLEGE: ADVOCACY PAPER**

Authored By: Claire F. Linley, Vice President Student Affairs

**EFFECTIVE: 2019-03-31**

**SUPERSEDES:**

**N/A**

**AUTHORITY:**

**RATIFIED BY:**

**Executive Summary:**

- The local historical context of King's University College.
- Examination of the historical and contemporary relationship between King's University College and St. Peter's Seminary.
- Identification of the stakeholders required to consider when addressing issue of LGBTQ2+ inclusivity practises at King's University College.
- Exploration of the potential implications of publicly supporting LGBTQ2+ inclusivity at King's University College.
- Further exploration of the potential implications of the converse action.
- Best practises pertaining to LGBTQ2+ inclusivity within both catholic and non-catholic Canadian post-secondary institutions.
- Final recommendations for King's University College in order to create a more inclusive culture and environment for the LGBTQ2+ community and allies.

**Local Context:**

The purpose of this paper is to examine the relationship between King's University College (hereafter referred to as "King's") and the LGBTQ2+ community as it stands, as well as the ways in which it can be improved in order to create a more inclusive campus for the LGBTQ2+ community and its allies. The relationship between the LGBTQ2+ community and related initiatives is both complicated and dynamic seeing as King's exists historically and currently as a Catholic post-secondary institution. Therefore, in order to understand the current dimensions of the issue, it is necessary to first understand the historical context of King's establishment.<sup>1</sup>

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<sup>1</sup> King's University College, "Facts", <https://www.kings.uwo.ca/about-kings/facts-and-information/facts/>.

King's University College Completes Incorporation Process (2013)  
<https://www.kings.uwo.ca/kings/assets/File/communications/media/releases/King's%20Incorporation%20Media%20Release.pdf>

Originally “Christ the King College”, King’s was founded in 1954 and has since become the largest affiliate college in Canada<sup>1</sup>. Initially the college was owned and governed by the Diocese of London, however in 1966 the college became affiliated with Western University<sup>2</sup>. Subsequently, in 1972 the college requested official ownership, desiring to handle all governance procedures independent of the Diocese and Seminary<sup>2</sup>. The college then moved to request full incorporation for King’s. The aforementioned request fell into dispute until the Church approved the request in August of 2012 - followed by the final approval pending government regulations in 2013<sup>3</sup>. Although the college is officially incorporated and thus independent of the St. Peter’s Seminary and Diocese, practically speaking, the governance and operations of the college remain inherently Catholic. The 1972 and 1980 addresses written by Bishop Carter and Bishop Sherlock are particularly illustrative of the dynamic relationship that King’s has with the Diocese of London and St Peter’s seminary in relation to the governance and affairs of King’s. Both clearly and for the purposes of this paper, Bishop Carter articulated in 1972 that,

...the only reason for the existence of King's College is its Catholic affiliation and orientation since it has not been demonstrated to our satisfaction that there exists any special expertise or contribution to the community, except those which would be expected from competent educationalists, or which may have arisen through our good relationships with the University which has permitted certain specializations to the College as a support to its existence. At the same time, it would appear quite obvious that the University is quite competent to handle such matters if King's were to terminate its existence<sup>4</sup>.

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<sup>2</sup> King’s University College Completes Incorporation Process (2013)  
<https://www.kings.uwo.ca/kings/assets/File/communications/media/releases/King's%20Incorporation%20Media%20Release.pdf>

<sup>3</sup> King’s University College Completes Incorporation Process (2013)  
<https://www.kings.uwo.ca/kings/assets/File/communications/media/releases/King's%20Incorporation%20Media%20Release.pdf>

<sup>4</sup> Bishop Carter, “The Relationship Between King’s University College and the Diocese of London” (1972) [https://www.kings.uwo.ca/kings/assets/File/about/leadership/bishop\\_letter\\_1972.pdf](https://www.kings.uwo.ca/kings/assets/File/about/leadership/bishop_letter_1972.pdf)

The purpose for including this historical context is to help illustrate the complexity of the issue currently being assessed - and to create an understanding through which all parties and stakeholders can operate from in order to improve the student experience and culture at King's. Due to the relationship between King's and the Seminary, topics pertaining to LGBTQ2+ inclusion and initiatives at King's have been perceived to be in direct contrast to the Catholic teachings that King's is mandated to embody. Therefore, as many sectors of society have begun to create an LGBTQ2+ inclusive culture, King's has upheld particularly conservative views in regard to LGBTQ2+ support and allyship. With that being said, King's has a duty to create an all inclusive and welcoming space for its students, regardless of the current stance on LGBTQ2+ persons maintained by the Church.

There have been some commitments to LGBTQ2+ inclusion by key campus representatives, however those have not come from King's as an incorporated institution. They have merely come from key individuals within the institution that are on a whole not directly supported by King's itself. In addition, there has been a commitment from King's University College Student's Council to ensure (to the best of their ability with what resources are available) that King's is an LGBTQ2+ inclusive campus. This can be seen through both symbolic gestures on campus and improvements to quality of life.

### **Stakeholders:**

There are many stakeholders within this complex topic, seeing as King's is not only responsible to their brand and cooperation, but is also held accountable by St. Peter's Seminary, a long standing partnership. With that being said, the stakeholders that must be identified within this issue are as follows:

- The Students of King's University College, both current and King's Alumni
- LGBTQ2+ community
- Members of King's administration and senior management
- St. Peter's Seminary and the Bishop
- The College's donors

As one can evidently see, there are multiple stakeholders and voices that must be granted an opportunity to contribute to the conversation. However, the voice that must prevail above all else within the conversation is that of the students. On the one hand, the university has a long standing relationship with the Diocese of London and St. Peter's Seminary and the institution must advocate and operate based on what is believed to be ideal for the corporation and the brand that is King's University College. It is therefore important to note that the 1972 and 1980 constitutions state that King's can only exist if it embodies catholic teachings. Conversely, it is appropriate to remind the stakeholders that King's will and has only existed due to the students that are willing to enrol and attend. Thus, it is imperative that students' voice is given the greatest consideration when discussing matters of student life and inclusion.

### **Implications:**

There does exist a wide array of implications pertaining to LGBTQ2+ inclusivity at King's due to the many stakeholders involved in the issue. The first and perhaps most pressing implication as stated by some members of King's administration and the Board of Directors is that of funding. It has been stated that many of the identified donors of King's subscribe to the Catholic Faith and therefore demand that the College embody Catholic traditions in their everyday practises. Therefore, if the College were to create an LGBTQ2+ inclusive campus this would potentially result in a number of donors refusing to uphold their financial commitment to the College. This claim however is exceedingly difficult to prove, due to the fact that there has not been hard data produced in order to confirm such claims. An additional implication rests on how the current Bishop of the Diocese would respond to the progression of King's and what that may in turn do to King's ability to exist as a separate entity from Western University. With that being said, the implications of failing to provide an LGBTQ2+ inclusive community have the potential to greatly outweigh the implications of providing one. King's claims that it is, "A place to be and a place to become" - this seems to only hold true for students and citizens that do not identify as part of the LGBTQ2+ community. This practise, if continued will prove to be detrimental to the future of the College despite its Catholic history. Divisive and exclusionary practises are no longer being tolerated within many sectors of society - including post-secondary education. Thus, if King's fails to offer LGBTQ2+ support

and programming the College will potentially face a decrease in enrolment and most certainly will experience a decrease in retention rates. A cost that King's currently can simply not afford.

**Best Practises:**

In order to best comprehend the degree of inadequacy in regard to LGBTQ2+ inclusivity at King's, a variety of examples from alternative post-secondary schools within Ontario will be provided. King's is evidently unique in its lack of LGBTQ2+ services and support - seeing as universities including but not limited to: Brock, Carleton, Lakehead, Laurentian, McMaster University, University of Ottawa, University of Toronto and other affiliated colleges and graduate schools, Ryerson, University of Western Main Campus, University of Windsor, University of Waterloo, and York University offer a multitude of support and services in order to ensure LGBTQ2+ inclusivity. With many of the aforementioned institutions creating gender neutral washrooms, ideologically and financially supporting symbolic gestures of inclusivity, ensuring the respective campuses possess LGBTQ2+ friendly and supportive resources such as the University of Waterloo's Equity office<sup>5</sup>, Carleton's Safer Space Program<sup>7</sup>, and the Munk School of Global Affairs and Public Policy Citizen Lab<sup>8</sup> it is clear that these institutions endeavour to ensure inclusion.

Additionally, in order to properly address the fact that the aforementioned institutions are not inherently bound to Catholic principals and therefore may be afforded a greater ability to create an LGBTQ2+ inclusive community - there also exist mandated Catholic institutions that are attempting to create an LGBTQ2+ inclusive culture and campus within Ontario. These institutions include: St. Paul's University of Ottawa, which has recently opened a pride centre<sup>6</sup>; Regis College of the University of Toronto, which created an LGBTQ2+ sub committee - chaired by directors of the equity division<sup>10</sup>; and St Jerome's University of Waterloo, which created PRISM a gender-sexuality alliance<sup>11</sup>. Thus, it is evident that alternative Catholic

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<sup>5</sup> University of Waterloo, "Human Rights Equity and Inclusion Office" <https://uwaterloo.ca/human-rights-equity-inclusion/> <sup>7</sup> Carleton University, "Safer Space Program" <https://carleton.ca/learninganddevelopment/cu-events/carleton-university-safe-space-program-cussp/> <sup>8</sup> Munk School of Global Affairs and Public Policy, "Citizen Lab Submits Letter to Special Advisor to the Prime Minister on LGBTQ2 issues" <https://citizenlab.ca/2018/05/citizen-lab-submits-letter-to-special-advisor-to-the-prime-minister-on-lgbtq2-is-sues/>

<sup>6</sup> Saint Paul University, <https://ustpaul.ca/>

institutions within Ontario have been able to advocate for an LGBTQ2+ inclusive campus without experiencing public ramifications. Conversely, such institutions have only received praise for their embodiment of true inclusionary practises.

### **Recommendations:**

In order for King's to create a more inclusive environment both within the physical confines of campus, as well as, support for its students in order to create a community, it must increase support and inclusion within the following areas:

- Participation in symbolic commitment and symbolic events
- Residence
- Student leader, faculty, and staff education and training
- Inclusionary infrastructure both physical and sustainable support services

There is great importance in a symbolic representation of support, so long as it is coupled with sustainable support programs. The ways in which King's can identify the College as supporting LGBTQ2+ inclusion is through meaningful symbolic representation such as flying the pride flag at King's, officially participating in London's Pride Parade as King's University College, as well as, officially and publicly endorsing the pride sidewalk issued in 2018 by the King's University College Student's Council. It is strongly urged that the College not only officially endorse the physical and symbolic attributes in support of LGBTQ2+ inclusion but also celebrate them.

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<sup>10</sup>11 Regis College, "Strategic Plan" <https://regiscollege.ca/>  
St. Jerome's University, <https://www.sju.ca/#>

Celebrate the fact that the college not only encourages but requires its staff, faculty, and students to embody the values of inclusion.

Furthermore, in order to create and foster an inclusive environment within the College's residence buildings there should be an increase in education and support for students living in residence. As well as, an increase in co-ed residence buildings in order to prevent an individual from feeling pressured to identify definitively as one gender in order to reside in a particular building. By enforcing gendered residences there exists a potential to alienate a

person identifying as gender-free, transgender, or genderqueer. In addition to the aforementioned recommendations residence staff should alter the applications required for the residence process to include non-gender inclusive language.

In addition, student leader, faculty, and staff training on a yearly basis should also be made mandatory in order to ensure that every representative and support person of King's is educated and able to ensure a safe, welcoming, and inclusive culture for the LGBTQ2+ community at King's. Training should include rainbow health training and allyship training. Lastly, King's must ensure that they commit to mandating all washrooms, including multi stall washrooms to be gender neutral, as well as, ensure the residence washrooms are gender neutral. Moreover, the college must ensure that they are creating sustainable support services specifically directed to ensuring the safety and inclusion for members identifying as part of the LGBTQ2+ community.

### **Closing Remarks:**

King's University College is the largest affiliate College in Canada - despite its Catholic history it is simply appalling that the College has yet to create or support any LGBTQ2+ inclusionary practises or initiatives. A College of its size and the responsibility it has to its students to create a safe and welcoming environment for all has a duty to initiate and participate in ensuring that all members identifying as part of the LGBTQ2+ community feel that they belong. It is a fundamental human right to feel secure in any institution within Canada despite race, ethnicity, sexual orientation, gender, and/or disability - so why is it that King's deprives any student and citizen part of the LGBTQ2+ community of their security and their right to belong? King's must begin to embody their mantra, "a place to be, a place to become" through demonstrating a commitment to the LGBTQ2+ community.

THIS AGREEMENT MADE AS OF MARCH 26th 2019

Between

THE UNIVERSITY STUDENTS' COUNCIL OF WESTERN UNIVERSITY (USC)

- and -

THE STUDENTS' COUNCILS OF HURON UNIVERSITY COLLEGE,  
BRESCIA UNIVERSITY COLLEGE,  
AND KING'S UNIVERSITY COLLEGE  
(HUCSC, BUCSC, KUCSC; "HBK")

Whereas, each council (USC, HUCSC, BUCSC and KUCSC) recognizes the independence of the HBK students' councils, as well as the distinctiveness between them;

Whereas, the USC recognizes that Affiliate students do not access the USC services or the UCC as frequently as main campus students do;

Whereas, the HBK councils and the USC value their relationships with one another;

Whereas the provincial governments student choice initiative has fundamentally impacted the ancillary fee structure of our respective organizations;

Whereas this tentative agreement was negotiated with limited information available to all parties from the ministry of Training, Colleges and Universities;

Whereas the intention of this tentative agreement was to reflect the spirit of the original agreement while making changes based upon the time constraints set by the provincial government to implement the student choice initiative by September 2019;

Be it resolved that the aforementioned parties agree to the following:

**1. Ancillary Fees**

The USC agrees to assess the following fees for HBK students annually:

- a.
- b. Student Building Fee :
  - i. Huron Brescia, and Kings: 50% of fee assessed to main campus students.
  - ii. Any fees brought that impact Student Buildings will be assessed at the respective reduced rates
- c. Grants Fee: HBK Councils will not automatically pay into the grants fee, but can, through a simple majority vote of their Council, opt-in to this service for the following year by notifying the USC President no later than December 1.

- d. Faculty Council Fee: HBK Councils can, through a simple majority vote of their Council, opt-out of this service for the following year by notifying the USC President no later than December 1.
- e. Any fees other than the ones stipulated above will be assessed at 100%

## 2. Referendum

The USC agrees that any individual Affiliate Council may opt out of a future student fee referenda if the fee supports an initiative that does not benefit affiliate colleges to the same extent as main campus students.

In order to opt-out, the Affiliate Council must demonstrate that Affiliate students will not benefit equally from the success of an upcoming referendum, and outline a reduced level of service that Affiliate students shall receive as a result of opting-out. This proposal must be agreed upon by the USC President and the Affiliate President before the process can continue. Approval of any proposal shall only consider the legitimacy of an affiliate student not benefiting from a referendum, and the fairness of the proposed service reduction. Approval must be granted at least 15 days prior to the start of a referendum campaigning period.

After the proposal has been approved, the respective Affiliate Council must pass a motion with a simple majority vote in favour of opting out at least seven (7) days before the referendum campaign period ends. The USC Chief Returning Officer, or their designate, shall administer the vote of the Affiliate Council.

Should the motion pass, the HBK Council must inform the USC president of their decision to opt out as per the notice in section 8. This must be done 48 hours prior to the vote.

Missing any of these deadlines will result in the respective HBK students' participation in the referendum and the assessment of any fees resulting from it.

## 2. Service Levels

Service levels for Affiliate students shall not be impacted as a result of this agreement, except in the case of a referendum opt-out.

Representation of HBK student leaders on the USC shall remain unchanged.

## 3. Principles of Partnership and Collaboration

### a. Collaboration

- i. All HBK and USC executives will meet early in their terms (during April transition) so that USC and HBK executives are able to develop strong working relationships, and maintain these connections throughout the school year. The USC Executives will be responsible for organizing and hosting this meeting.
- ii. The HBK and USC Presidents will meet quarterly, in order to communicate needs, review the current Affiliate Agreement, and to set and enforce ongoing priorities throughout the year
- iii. The USC will invite HBK delegates to present Affiliate priorities to the voting members of the Student Services Committee (SSC) when issues

regarding Affiliate issues arise, to ensure that HBK priorities are taken during deliberations

- iv. The USC will hold focus groups with Affiliate students and the HBK Presidents, or their designates, in advance of OUSA General Assemblies for the purpose of receiving feedback on the policy papers for review
- v. The USC agrees to invite the Presidents of HBK Councils to the Annual Partners' Breakfast, which occurs annually in May. HBK Councils will, in turn, invite the USC Executive to similar signature events hosted by their Councils.

b. Outreach

- i. All parties will work together to complete a yearly "Communications and Outreach Strategy" before the Affiliate Summit
- ii. The USC executives will be invited to a portion of the annual Affiliate Summit in order to facilitate communication between USC and HBK executive teams
- iii. All aspects of USC programming and support shall reach out to affiliate campuses
  - 1. This includes, but is not limited to, Peer Support Centre, Associate/Coordinator/Intern programs, Western Media, Clubs, arts projects (such as Reverie and Nuit Violette), Theatre Western, EnviroWestern, etc.

c. Sharing Resources and Expertise

- i. To the best of its ability, and recognizing that resources are finite, the USC and HBK Councils agree to share internal resources and expertise.
- ii. This includes, but is not limited to: Information Technology, Governance, Event Management, Project Management, Advocacy and Research

d. Communication and Information sharing

- i. All parties will be in full communication regarding Affiliate issues.
- ii. All parties will assist in communicating each others' events with their constituents.

e. Student Advocacy

- i. Institutional
  - 1. The USC recognizes that the HBK Councils are the primary representatives of the students at their institutions; the USC shall not lobby the Huron, Brescia, or King's administration without collaborating with the respective Affiliate Council.
  - 2. The HBK Councils recognize that the USC is the primary representative of Western students; the Affiliate Councils shall not lobby Western's administration without collaborating with the USC.
- ii. Municipal

1. All four (4) parties will lobby the City of London independently for their respective concerns, but should speak with one voice on matters affecting Western as a whole.
  2. The USC will continue to support a separate seat for an HBK delegate on the City of London's Town and Gown Committee
- iii. Provincial and Federal
1. The USC shall be seen as the primary voice of all undergraduate students at Western (including its Affiliates).
  2. The USC shall represent Western and Affiliates in all Provincial and Federal advocacy efforts.
  3. Should an issue arise that affects Affiliates differently than main campus students, the USC will include HBK Councils' perspectives with federal and provincial advocacy.

#### 4. Amendment or Termination of Agreement

The HBK and USC Presidents must come to unanimous agreement when amending or terminating this agreement. Once agreement is reached between the four (4) Presidents, all four (4) Councils will ratify this Agreement by simple majority vote.

Should the Agreement be terminated or become obsolete, all negotiated terms shall end, including Activity Fee rates and Principles of Collaboration. **Termination is not recommended**, as the purpose of this Agreement is to foster collaboration between all four (4) Councils.

#### 5. Length of Agreement

This Agreement shall be a one year agreement, and shall be reviewed and revisited starting in December 2019.. It shall officially terminate on May 1st, 2020 and all new Agreement stipulations will come into effect for the 2020/2021 academic year.

A review of this Agreement by the USC and HBK Council Presidents must take place every year at the quarterly presidential meetings. These review shall look at the challenges and successes of the Agreement, and bring forward amendments if necessary. Reviews of this Agreement shall not be waived; this Agreement should be a living document that reflects the current needs of HBK and USC Councils and the USC-Affiliate Council relationship.

#### 6. Turnover

After each review or creation of new Agreement, all four (4) parties shall collaborate to create a Final Report on the Negotiation Process of the Affiliate Agreement.

Elements of all conversations and thought processes should be recorded in order to preserve the knowledge and rationale behind the workings of this Agreement, so that future Presidents have material to pull from when beginning reviews and negotiations.

These Reports shall be archived with other Confidential USC documents.

Nothing in any Final Report of the Negotiation Process of the Affiliate Agreement shall alter, modify, or supersede any provisions of this Agreement.

## 7. Commitments Moving Forward

All four (4) parties acknowledge the unique challenges faced and benefits acquired of each Affiliate Council and their constituents. All parties will commit to collect data on various areas including but not limited to the needs of their student population and utilization rates of their services, programs, clubs systems, and communal spaces. This data will be distributed to all parties every year and archived with other Confidential USC documents and this data should be used to inform future negotiations. All parties recognize the need to meet and negotiate this agreement after data from the registrar's office is released on percentages of student opt-out rates on ancillary fees administered by our respective councils. All parties will discuss service delivery surrounding the optional fees included on the fee bill.

If all parties agree that the challenges and benefits of each Affiliate Council are substantially unique, the parties should consider assessing different fee percentages for each Affiliate Council.

## 8. Notice

All notices and other communications regarding changes to budgets shall be in writing, delivered to the office of the designated person, or left with a person who would normally receive mail for said individual. Notice shall be deemed given on the day of delivery. Until notice of address change has been given, notices shall be addressed as follows:

If to the University Student's Council:

President  
University Student's Council of Western University  
Western University  
Room 340, University Community Centre  
London, ON, N6A 3K7

If to the Brescia University College Student's Council:

President  
Brescia University College Student's Council  
Brescia University College  
1285 Western Road  
London, ON, N6G 1H2

If to the Huron University College Student's Council:

President  
Huron University College Student's Council  
Huron University College  
1349 Western Road  
London, ON, N6G 1H3

If to the King's University College Student's Council:

President  
King's University College Student's Council  
King's University College  
266 Epworth Avenue  
London, ON, N6A 2M3

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Mitchell Pratt  
USC President

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Mikaila Hunter  
BUCSC President

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Inam Teja  
HUCSC President

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Hadia Fiaz  
KUCSC President



## King's University College Students' Council

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### Task 1:

Create a poster and with the following guidelines and information:

**Event title:** Kindness Café

**Date:** December 5<sup>th</sup>, 2019

**Time:** 7-10pm

**Location:** SLC

**Groups involved** (logos to include): KUCSC, Jack.org

**Background information:** This is a wellness event for exam season in collaboration with the bi-weekly coffee houses. Students musicians will be performing and snacks will be provided. Little destressing activities will be organized i.e. board games, music, FUN!

#### Notes:

- Please indicate your promo strategy for this event – including how you would use other social media platforms and other engagement mechanisms/ideas.
- What would be your caption to accompany the poster when you make the post?

### Task 2:

Draft a press release communicating the following information to the student body on behalf of the KUCSC:

#### Scenario information:

- Winter presidential election time
- Presidential candidate Pyotr Ilyich Tchaikovsky
- Violated by-law 65 section 489 which prohibits going over the allotted campaign budget
- Received 9867 demerit points

Indicate in a formal document how you would convey this information to the student body in a concise and neutral way. Refer to the KUCSC website for examples.

### Task 3:

Create a 10-minute presentation to present to council at the Annual General Meeting on Sunday March 31<sup>st</sup>, 2019 – the meeting starts at 9am but your presentation will be after lunch, however, your attendance is required at the meeting. Your presentation should include an introduction to who you are and why you want this position as well as address the following scenario:

Acting as the CCO of the KUCSC during the Doug Ford Student Choice Initiative era during which student councils will be taking a significant hit to their budgets, how would you brand the KUCSC to the student body i.e. how would you convince them of the value of the KUCSC such that they chose to opt-in to student council fees?

Please have the first two tasks completed and emailed to me at [president@kucsc.com](mailto:president@kucsc.com) by **11:55pm on Friday March 29<sup>th</sup>, 2019**. Have the third task done by the AGM **Sunday March**

**31<sup>st</sup>, 2019** and bring your presentation with you in digital format or email it to me. If you have any questions, feel free to reach out.