

**Smith Commerce Society General Assembly
Sunday, November 8th, 2020**

Queen's University is situated on the unceded traditional lands of the Anishinaabe, and following a forced relocation, the Haudenosaunee, peoples. To this day, it continues to be the home of the Anishinaabe and the Haudenosaunee peoples, as well as for a significant Métis community and First Peoples from other Nations across Turtle Island. In 1783, this land was colonized through the deed known as the "Crawford Purchase". In return for this large, broad, and vague claim to territory, the Crown made a disproportionate payment in the form of blankets, clothing, guns, and ammunition.

As Commerce students, we urge you to think about how the success of Canada's economy is directly dependent on the oppression and violent colonization of Indigenous peoples. Canada's abundant natural resources have traditionally been stewarded and protected by Indigenous Nations since time immemorial. On the land we find ourselves on today, the Indigenous peoples protected the harvesting of land and water, along with four-legged and winged animals, with a treaty belt called One Dish One Spoon. Through the many attempts to challenge Indigenous peoples' sovereignty over their lands and forcibly assimilate their cultures, we recognize the actions of the Canadian government as being a cultural genocide – and its effects are ongoing. As the incoming generation of young workers, it is your duty to learn about the territories you occupy, to learn about the peoples' lands you are on, and to work towards a relationship that fosters reconciliation between all nations.

To acknowledge this traditional territory is to recognize its longer history, one predating the establishment of the earliest European contact. It is also to acknowledge this territory's significance for the Anishinaabe and Haudenosaunee peoples who lived and continue to live upon it; people whose practices and spiritualities are tied to the land and continue to develop in relationship to the territory and its other inhabitants today.

We are grateful to be able to live, learn, and play upon these lands.

This acknowledgement is only one contribution to each individual's personal reconciliation; for what happens on and to these lands carries greater weight. Recognizing that we must make reconciliation a priority, ComSoc Assembly will work relentlessly to develop initiatives and policy to give all Commerce student a strong understanding of the importance of Indigeneity.

To us, reconciliation means using our privilege to call for greater accountability amongst ourselves and our institutions, and to call for greater action to uphold Their lands and culture's integrity.

AGENDA

1. **Approval of the Agenda** **Motion passed**
2. **Approval of Minutes** **Motion passed**
3. **Speakers' Business**
4. **Statements by Members**
 - Sebastian Monsalve – President
 - Michelle Kong – Vice President Student Affairs
 - William Van Vliet - Vice President of Operations
 - Kayvon Mihan – Advisory Board Chair
 - Calvin Schilstra & Mac Dean – Senators
 - Victoria Macerola – COMM'22 President
 - Mahir Hamid – COMM'24 President
5. **Motions**
6. **Discussion Items**
 - Continuity & Hiring Discussion

Debbie: We are bringing this discussion forward for a few reasons. Due to Covid, all executives are operating at a much smaller scale, with no in-person events. Once everything is back to normal, there is a possibility that the executive teams at that point have little to no experience operating at a larger scale with in-person events that we are used to. This discussion has been very under the table for a while. We want to touch on conflicts of interest

Kelsey: For context, Sam and I have been going through several consultations, along with AB going over the policy, we want to bring up some issues. We are considering setting up a conflict of interest policy. At the moment, there is no policy that addresses co-chairs having to disclose any person relationships with hiring people. We are hoping to get to some type of idea of what is expected and could be implemented.

Debbie: AB has discussed this, and we have set out questions to guide thoughts. We want to hear from you guys, so that we some considerations when making a recommendation. This is a way of holding co-chairs accountable during hiring. We would love to hear from everyone

Bill: We will do 10 minutes of discussion, angie go ahead

Angie: In terms of Board of Directors, clubs that have been around for a long time tend to have a board of directors, for example, QUIC. I think that consistent relationship with alumni is a good way for culture creation. This can help alumni to get involved with the executive still. With respect to senior advisor, can anyone clarify why there is a policy in place.

Sam: Although we weren't around for the senior advisor policy, often times lines can get blurred. After they are co-chair, it can be difficult for them to not try to be the co-chair again.

Angie: One value I see is the QCLA senior advisor. In the JCom program, he links the executive to law. This is an asset for us.

Roya: The purpose of a board of directors can change from executive to executive. Rather than a standardized policy, I think we should set out some do and don'ts. I am all for giving some freedom to people to pick their board of directors how they please.

Clea: I think that it could be really productive that, if executives wish to have a board of directors, it would be a good idea for them to present to the TSOs just to make sure it is all appropriate.

Sam: I think Clea brought up a very valid point. I think that whatever decision we make will set a precedent. By allowing certain executives to have board of directors, this could raise concerns from other executives who want one. We need to consider how this decision will impact the broader context.

Roya: I just want to respond to Sam's point, I just think whatever structure we create, needs to have a balance between freedom and some checks in place. We need to be a bit reasonable in how we approach this.

Seby: In the context of board of directors, I am personally against this. I don't have full clarity on what the vision is. Executives are going to be responsible for reporting to Comsoc and the board. We already have enough challenges with the reporting process. I would advise to maybe shift from governing bodies to assistive bodies. On the note of conflict of interest, the struggle around this is because we are such a tight-knit program. Other societies have rules against interviewing, however, in a program of 2000 people, you will likely recognize at least one person in the interviewing room.

Julien: One thing we were kind of worried about with board of directors, it could be a way out of some responsibilities. So, is it really necessary to have these present. The way I personally see a board is that it advises and gives advice. When looking at this in regards to executives, I think we need to look at whether this is a task that a group on Comsoc to fill.

Will: I think Seby discussed everything I would want to. With conflict of interest, I wonder if this would be overstepping on privacy

Roya: I am going to be quick. I feel very strongly about a board of directors. Yes, I think some of us are privileged to have very good alumni, however, this is not a given. My second point is that

I do not believe that AB could fill this role. Something I also wanted to touch on is that a lot of students coming up in Commerce now is that Comsoc is very different now than a few years ago. I don't know if relying on alumni will serve the need that the future Comsoc may need.

Mya: I think Roya really covered it. I think the knowledge that alumni have would be way more significant than anything AB, students, Comsoc could give. I think having a bit more structure would not be bad by any means.

- Financial Accessibility Discussion

Mark: Together with Roya and Dante, we have been working on how we can make Comsoc more financially accessible. To provide a bit more context on what the current climate is, we did some research on the last few years. We found that there were really two different catalysts. First, delegate fees have been increasing in recent years. We will be doing research into the why in the next few weeks. Second, the bursary program lacks the funding to support all those in financial need.

Roya: Awesome! There are three areas that are worth discussing. As we look to the future, we want people to consider delegate fees, surpluses, and nature of conferences. The purpose of this discussion is to just to generate some recommendations. We have had this discussion for a bit but have reached a dead-end. We do want to gather feedback now to best prepare our executive teams. More prominent in the last few months, we are exploring mandating maximum delegate fees, along with limiting the amount of surplus. The goal of this discussion is to create as financially accessible events as possible. In terms of next steps, we are going to further stakeholder engagement and more engagement with AB.

Sam: I think that running virtual events is not the core of this right now. I can't think of different alternatives that would be as effective as conferences. As opposed to capping delegate fees, I think it would be better to look at different elements.

Alex: I just wanted to briefly touch on the fact that the conference format is sustainable in the long run. In some respects, some executives are too reliant on this formatting. I think these clubs should be more focused on innovation. They should look at different alternatives. Every club is different, they need different budgets every year. Rather than capping them, I think setting targets could be a better form of feedback.

Claire: Alex really touched on a number of elements that I wanted to. One thing that is impacting delegate fees is the saturation of the market. Through covid, we have seen that the clubs that are succeeding are the ones that are innovating. I think if we are able to manage this better, it could help with the sponsorship and delegate fees.

Seby: The way I see it is that conference formats are attractive. What I don't think is attractive is classifying executives based on conferences. Part of the problem is the actual policy that Comsoc has laid out. Maybe this isn't the right year to talk about this, but this model does need to be re-evaluated. One thing Comsoc struggles with is communicating the value of the Comsoc student fee. By placing policies, I think this will help to address this.

Julien: Actually, a lot of my points have been brought up. I agree that conferences are sustainable. I want to point out that an interesting proposition would be potential mergers between clubs. This could decrease the competition for sponsorship and allow us to give more opportunities to students to get involved in other activities. I am personally against firm cut-offs. We should be looking at more ways that clubs can support students in attending. I am not personally a big fan of capping delegate fees as this would vary from club to club.

Dante: In terms of the tools at our disposal, we need to do our best to ensure we are making things as accessible as possible.

Will: I have a few different comments. The vagueness and complexities of drawing a line, leads us to look at visibility in finances. The finance team only has access to the purchases already made. We don't actually have access to their anticipated expenditures. When I look at the role with external and internal, there is a change in operation.

Debbie: I will try to keep this short. Delegate fees tend to vary a lot. The amount of sponsorship varies so much based on mission statements. Some execs are able to bring in way more sponsorships. I don't think we should set a firm cap. I think setting one is too refined, rather we should look at setting a cap for each executive. Speaking on the surplus, I am personally against setting a cap on surplus. There have been cases where some sponsors back out last minute. I don't think we are in the place to judge everyone's buffer. We should be tracking what each exec is doing with the surplus.

Nicholas: Putting a delegate fee cap could impact the success of the event. We are experiencing different activities different now. I think there are other ways we can approach financial accessibility. I think accessibility is more getting the message across. I have been on an executive that broadcasts events, which would help with accessibility.

Michelle: I am definitely for some restriction and regulation. I have had some executives approach the subject on financial accessibility. Similar to Debbie, I am leaning towards being against a strict surplus cap. Some executives do manage the surplus properly.

Will: Point of information, when it comes to surpluses, it is less of the volume of the surpluses but more about budgeting properly. A lot of the external conferences don't factor rebates into their budgeting. So, I think it is up to the finance team to ensure we have budget templates

cued up for co-chairs. I think this is one of the biggest contributors to why executive run surpluses.

Michelle: On that point, sometimes it is strategic to keep surpluses to make large payments in time.

- **Code of Conduct**

Clea: The reason for presenting this is to get some feedback and let you guys know about this project we are working on right now. I am just going to talk us through the introduction before going into the specifics. Basically, the existing code of conduct is extremely outdated. We currently don't have any jurisdiction to handle infractions. So, some of the guiding principles we want to keep in mind is for it to be inclusive and a binding guide for all students to follow. We don't really have the capability to discipline past what the student affair office allows us.

Jordana: Basically, we are going to be using a lot of the AMS policies as guiding principles. We are also going to be going back to edit our constitution.

Clea: The content will be the infringement policy and information on procedures. It will go through the policies applicable to the Commerce Society. How we want this to unfold is that students will have to accept and sign the policy every year upon being hired by an exec. You will not be able to access course content until you complete an academic integrity quiz.

Seby: Thank you to the group leading us. I really appreciate you walking us through the plan. SI just had a question if someone to clarify. How has student life tied into this plan, and how will it work for bystanders.

Jordana: In terms of open communication, Lori has helped to address what we can and can't do.

Seby: There is a similar project going on right now on the EDII task force. The roadblock they shared with me was how we can get students to actually engage with this and use these procedures. We want to make this interactive, so students actually acknowledge these policies. I think we need to put some care into how we allow this to dissolve among students.

Clea: I totally agree with this Seby. If anyone has any ideas, please let us know.

Sam: From my experience on O-week this year, what they did to present training, they used a specific platform and it presented it very strongly. It was properly one of the most engaging modules I have ever done. I suggest reaching out to ORT for more information on this platform.

Bill: Any other comments? Motion to close discussion. Motion passed

7. Close of Assembly

Bill Le
Speaker of the Assembly
Smith Commerce Society

ASSEMBLY REPORT

Name: Seby Monsalve

Position: President

Reporting Date: October 16, 2020

ITEMS TO REPORT? Yes

Hi Assembly!

I hope everyone is taking care and enjoyed their well-deserved, yet too short of a reading week. Below are highlights from the Presidential Portfolio:

Equity, Diversity, and Inclusion

Sanuree has been working tirelessly on the Smith Commerce Society Equity Framework. She is in the process of finalizing a resources guide/checklist for executives to continue to reflect and advance equity in all aspects of their operations.

External Student Relations

Sam, Amanda, and Sargun have completed the ComSoc External Opportunity live feed. The live feed consist of external opportunities within Queen's, Canadian Undergraduate Business Schools, and beyond! You can check out the link here - <https://twitter.com/ComSocExternal>, and the feed is embedded onto the ComSoc website under external opportunities.

Academics

Jordana supported and facilitated a student panel for professors on what students want professors to know before the winter term - the event was incredibly well attended by faculty. Massive thank you to Jordana for her continued advocacy at an administrative level and thank you to the multiple ComSoc members that volunteered as panelists.

Environmental

Libby has been meeting with various stakeholders to explore the installment of various green initiatives in Goodes Hall. Additionally, she is collaborating with the Student Affairs Portfolio to incorporate environmentally friendly merchandise during Holiday Hope.

Ombudsperson

Claire and Sanuree have started to develop our student wellness page on the ComSoc website to make on-campus and off-campus resources readily accessible and ensure we have sufficient resources to support students through remote delivery.

Talent Strategy

The Talent Strategy team will be facilitating discussion items today as they enter the final stretch of their HR Policy Overhaul - final recommendations will be provided to Assembly during SGM. Tara and Ethan, with the support of Sargun and Saunree, have released a Co-Chair feedback survey and a first-year student feedback survey to analyze ComSoc's performance and execution during first-year representative hiring.

Thank you so much for everyone's hard work so far - we are approaching the half-way mark of the academic year, and our momentum has not slowed down! Happy November!

INCLUDED IN STATEMENT BY MEMBERS? Yes

MOTIONS TO PRESENT? No

DISCUSSION ITEMS TO RAISE? No

ASSEMBLY REPORT

Name: Michelle Kong

Position: Vice President of Student Affairs

Reporting Date: November 5th, 2020

ITEMS TO REPORT:

Happy November! Hope everyone had a great reading week!

Holiday Hope!! | Mark your calendars! The best event of the year is coming up on November 26th! Lots of great things in the works for this event: free food and hot chocolate, performances and charitable giving!

Culture Creation Working Group | The Culture Creation working group, led by Alex and Roya is starting its inquiry in the next few weeks. Some discussion items are being brought up in this week's assembly pertaining to this topic to guide our work with this group.

Virtual Events Best Practice Guide | Our external commissioners are working on a guide for future virtual events based on learnings from events run this semester with insights on the areas of event time and duration, delegate fees and virtual platform usage. Student Resources | Our CROs are working on some more fun content for the ComSoc website in the form of articles and/or podcasts from notable alumni!

Events in November | Lots of events from happening in November: QSA, QLEAD, DECA and QNP all have their marquee events. As well as some great Speakers panels from QRF, QSIC and QWIL!

INCLUDED IN STATEMENT BY MEMBERS: Yes

MOTIONS TO PRESENT: No

DISCUSSION ITEMS TO RAISE: No

ASSEMBLY REPORT

Name: Will Van Vliet

Position: Vice President of Operations

Reporting Date: November 8th 2020

ITEMS TO REPORT:

Hi everyone, welcome back to Assembly - it feels like ages since our last meeting!

Business Admin: Lauren has been working alongside Mahir, Josh, Roya and Mya to roll out coffee-chat and penpal extensions to our existing ComSoc Peer Leadership program. The goal of these initiatives is to increase the overall accessibility of upper years to our first year cohort, as well as fostering inter-year connectivity for lower years. She has also rolled out a ComSoc playlist initiative in which members of ComSoc are put into groups to create various playlists for personas in Smith Commerce. Please check out Lauren's Facebook post on the Assembly page to learn more.

Policy: Over the course of the past few months, Emily has been working diligently to consolidate each division of policy into more digestible one-pagers and she recently wrapped up this intensive task. Each assembly, the consolidated policy documents will be distributed to all attending students so that all students are afforded the background information needed in understanding all motions and discussion items brought forward. Additionally, Emily has been reviewing policy for clerical changes, tidying up formatting and integrating policy into the website.

Special Events: Shoutout to Elyssa, Marla and Aidan on running a very wholesome and engaging pumpkin carving social, as well as distributing goodie-bags and the pumpkins themselves. The team has been working closely with Michelle and Drew to plan Holiday Hope, adjusting our staple event to COVID.

Marketing: Grace, Taylor and Nameera have been engaged on several projects over the past few weeks. Namely, the team has been rolling out scheduled graphics in line with their content schedule, updating and publishing the brand guide, and creating rebrand templates. Additionally, the team is looking into merch, so keep posted!

INCLUDED IN STATEMENT BY MEMBERS: Yes

MOTIONS TO PRESENT: No

DISCUSSION ITEMS TO RAISE: No

ASSEMBLY REPORT

Name: Kayvon Mihan

Position: Advisory Board Chair

Reporting Date: October 16th, 2020

ITEMS TO REPORT?

Hi Everybody, I hope you all had a great reading week!

AB has been taking a few key initiatives to the next steps over the past few weeks, and we have a few strides into actionable steps for our continuity, delegate fees, and ad-hoc workstreams. Here are some of our key workstreams:

- **Executive Continuity:** An update will be provided during tonight's discussion item regarding boards of directors, senior advisors, and related topics.

- **Financial Accessibility:** A discussion will occur tonight led by members of AB and the CFOs surrounding financial accessibility within ComSoc. An effort is currently being made to gather data from Co-Chairs within the society to help substantiate these initiatives.

- **Reviews:** Mid-year reviews will soon be under way, and a revitalized review process has been finalized for this year and future years. If there is anything here or in the discussions that piques your interest, please reach out! We are really looking to work with many other assembly members on current and new projects.

INCLUDED IN STATEMENT BY MEMBERS?

Yes

MOTIONS TO PRESENT?

No

DISCUSSION ITEMS TO RAISE?

Yes – Continuity & Hiring Discussion

ASSEMBLY REPORT

Name: Calvin Schilstra & Mac Dean

Position: Senators

Reporting Date: October 18th, 2020

ITEMS TO REPORT:

Program Modifications:

Senate voted to approve modifications to the Bachelor of Health Sciences (BHSc) program. The proposed modification was to partner with the Queen’s University Internship Program (QUIP) in order to add an internship option to the program.

Establishment of Professorships:

Senate voted to approve the establishment of the *Mitchell Professorships* in the Faculty of Engineering and Applied Science. The *Professorships* goals are to provide leadership in applied robotics and artificial intelligence and to elevate the research profile of the Ingenuity Labs Research Institute.

Principal’s Verbal Report:

The Principal’s Verbal Report centered around his recently released document; “Components of an Emerging Strategy: A Report on the Conversation”. This document summarizes the responses Principal Deane has received from the Queen’s community regarding where the institution’s shortcomings lie and what it’s aspirations for the future ought to be. The report is open for response from the university community and it should be noted that the report and the responses received from it will lay the foundation for the university’s strategy to be articulated in the near future.

Provost’s Verbal Report:

In response to the Provost’s Verbal Report Karen Lawford raised concerns surrounding the selection of the Dean for the Smith School of Business. She wanted to ensure that potential candidates would be made aware of the current state of the school (referring to the issues of racism brought to greater light over the summer). The Provost ensured that the candidates would be made aware.

Communications:

The Human Rights and Equity Office and Division of Student Affairs both released their annual reports for 2019.

INCLUDED IN STATEMENT BY MEMBERS: Yes

MOTIONS TO PRESENT: No

DISCUSSION ITEMS TO RAISE: No

ASSEMBLY REPORT

Name: Angie Tang

Position: Upper AMS Representative

Reporting Date: Nov, 4th, 2020

ITEMS TO REPORT: None

INCLUDED IN STATEMENT BY MEMBERS: No

MOTIONS TO PRESENT: None

DISCUSSION ITEMS TO RAISE: None

ASSEMBLY REPORT

Name: Joshua Cheung
Position: Upper AMS Representative
Reporting Date: Nov, 5th, 2020

ITEMS TO REPORT: No

INCLUDED IN STATEMENT BY MEMBERS: No

MOTIONS TO PRESENT: None

DISCUSSION ITEMS TO RAISE: None

ASSEMBLY REPORT

Name: Georgia Rae

Position: Comm '21 President

Reporting Date: October 18th, 2020

ITEMS TO REPORT: No

INCLUDED IN STATEMENT BY MEMBERS: No

MOTIONS TO PRESENT: No

DISCUSSION ITEMS TO RAISE: No

ASSEMBLY REPORT

Name: Victoria Macerola

Position: Comm '22 President

Reporting Date: October 18th, 2020

ITEMS TO REPORT:

- November Comm'22 Email going out this week
- I am thinking of doing Is arranging a meeting with Angela James to discuss the concerns and feedback I have heard from my peers regarding the cancellation of exchange

INCLUDED IN STATEMENT BY MEMBERS:

Yes

MOTIONS TO PRESENT: N/A

DISCUSSION ITEMS TO RAISE: N/A

ASSEMBLY REPORT

Name: Aryamaan Ghosal
Position: COMM '23 President
Reporting Date: October 7th, 2020

ITEMS TO REPORT:

Halloween/SocialEvent (Virtual):We had a great success with over 100 attendees!Shoutout to Mahir, first year reps and ComSoc Interns for being a huge part of theplanning process, as well as the talented first years who performed!! We had threewinners to our Amazon and OTD gift cards as well!

Sustainability Project: Although the project has not gotten a formal title yet, I havestarted gathering feedback from Comm '23 on what problems they see regardingsustainability at Goodes as well solutions to diminish these problems. I will be moving onto create a team and composing a proposal for the project by the end of the year

INCLUDED IN STATEMENT BY MEMBERS: No

MOTIONS TO PRESENT: N/A

DISCUSSION ITEMS TO RAISE: N/A

ASSEMBLY REPORT

Name: Mahir Hamid
Position: COMM '24 President
Reporting Date: October 16th, 2020

ITEMS TO REPORT:

COMM 24 + 23 Social! Ary (the COMM 23 President), the Frosh reps, and I planned ComSoc's first every COMM 24 + 23 Social—and it was a wildly successful event! At the event, we were able to play Kahoot, host breakout rooms to play Among Us and Drawphone, and also host over 5 COMM 24 performances. We had, in total, 116 attendees at the event, 25% of whom were out of province or international students. 85% of the attendees were from COMM 24! This is the most traction Smith has ever gotten from a singular event hosted by ComSoc. When you think about events hosted by popular clubs such as CREO, or QUIC, they manage to get this number throughout all four years of commerce—we managed to get it with only two years of commerce. I want to let this be a lesson for all upper year students: never underestimate the younger people working with you. They are powerful, and they are here to stay. To all the COMM 24s and COMM 23's on this call, there are many events for you to be involved with coming up, celebrate this. This is only the beginning.

ComSoc Mental Health Week: Other than that COMM 24 + 23 social, I am also working with Claire, Sanuree and the ComSoc team to prepare a Mental Health Week for Smith.

COMM's Got Talent: I also have another event in the making which I hope to talk to Seby, Ary, and the frosh reps about soon. After seeing the incredible success of our first event, especially from the performance segment, I want to host ComSoc's first COMM's got talent—a winter talent show that showcases performances from COMM 24 and COMM 23! This is still in the works, and definitely something I want to have for reading week of December.

Future Work:

- **Town Hall:** Plan a town hall to seek public opinion on how I can tackle deeply rooted EDII issues within the student body and how I can improve my events
- **Pen-Pal initiative:** Talked with Lauren from ComSoc about hosting a pen-pal initiative for COMM 24's to meet new people! I'm currently consulting Roya, Mya, and Will to discuss how we can integrate some sort of networking aspect to their mentorship program
- **BrainTrust Exam Prep:** Create FREE exam prep sessions for all COMM 24 courses in December

- **Coffee Chat Initiative:** Working with Seby and Josh (lower AMS rep) to host a coffee chat initiative within ComSoc. We are the biggest club at smith but no one really knows each other, lets fix that by incorporating networking!

INCLUDED IN STATEMENT BY MEMBERS: Yes

MOTIONS TO PRESENT: No

DISCUSSION ITEMS TO RAISE: No

ASSEMBLY REPORT

Name: Roya Shidfar, Dante Aralihalli, Mark Belostotsky

Position: Advisory Board Director – SVF, Advisory Board Director, and CFO

Reporting Date: November 5th, 2020

ITEMS TO REPORT: No

INCLUDED IN STATEMENT BY MEMBERS: No

MOTIONS TO PRESENT: No

DISCUSSION ITEMS TO RAISE: Yes – Financial Accessibility