**Smith Commerce Society General Assembly**

**Sunday, January 17th, 2021**

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**
2. **Approval of Minutes**
3. **Statements by Members**
   * Sebastian Monsalve – President
   * Michelle Kong – Vice President Student Affairs
   * William Van Vliet - Vice President of Operations
   * Kayvon Mihan – Advisory Board Chair
   * Georgia Rae – COMM’21 President
   * Victoria Macerola – COMM’22 President
   * Aryamaan Ghosal – COMM’23 President
   * Mahir Hamid – COMM’24 President
   * Claire Zhou - Ombudsperson
4. **VPSA - Introductions**
5. **Motions**
   * Elections Policy Motion
   * AB Structure
6. **Discussion Items**
   * Continuity & Hiring Discussion

Bill: Tara, you can share your screen now.

Tara: Thanks Bill. We won’t take up much of your time. We just wanted to layout our goals.

Ethan: We are just going to look at discussion points throughout the presentation. We would love to get your feedback.

Tara: We launched a first-year survey following the frosh hiring cycle. WE know how hard it is to get engagement with these but looking at these here was that equitable hiring practices was still necessary. It was a bit unsettling to hear that students felt they needed to have a coffee chat with co-chairs prior to their interview. There were also some concerns from zoom links and some added stress waiting for these links to show up. Not receiving feedback from co-chairs when asked as well. These scores were 3.92 out of 5. There is still some room for improvement

Ethan: We didn’t get a lot of co-chair response. This is an overarching theme. We had a discussion about what the best way to get this feedback would be. Some standout feedback was for some more clarity on timeline and some recommendations on how to conduct successful virtual interviews. As you know, we ran our first equitable hiring trainings in small groups. What they were looking for was, to add some deeper discussions and resources on mental health.

Tara: Just some areas we want to focus on this year: student leadership development, co-chair training infrastructure, and awareness of march hiring opportunities.

Ethan: Our first discussion point now. Should executive members sign a conduct contract upon accepting position? As well, how can Comsoc best support co-chairs seeking executive-wide training sessions?

Tara: Just to provide some context, we were pleased to see co-chairs coming forward asking for resources. However, it was hard to track on Facebook.

Bill: We will now open it up.

Meena: I am strongly in favor of members signing a contract. The reason I think this is important is that, historically, Commerce has a reputation of student leaders acting out of conduct. I really think that if we are moving in a direction of good and accountable leadership, this is a step in the right direction. Of course, anyone that wants to do crazy things will, but this gives us an opportunity to intervene in a greater capacity. For most of the people in our room thinking this is an infringement, I promise you that if you are acting accordingly, this will not impact you. This is just a way of keeping you in check.

Julien: I just want to echo Meena and build upon it. We discussed implementing a contract and I think this is a great way for performance issue as well. Right now, there is no metric for those not performing well. By having a piece of paper agreement, there is a leg to stand on.

Bill: Calvin

Calvin: Gotta love the rural wifi. I definitely back evetything Meena and Julien said. I just wanted to highlight that this will actyally have teeth. Often times, students will sign this and not think they will be reprimanded. So, I just want to ensure that this will actually be enforced.

Bill: Thanks Calvin, Sam go ahead.

Sam: My point was actually Calvin’s. I think we should add a line of disciplinary consequences for it to be effective.

Bill: Thanks Sam, Will

Will: I think there is already work being done in the code of conduct front. I don’t want to undermine any of the work associated with this presentation. Because Comsoc falls into a subsection, we are actually not able to discipline any executive members or co-chairs. Any issues would have to go above Comsoc. Progress has been done about consolidating the code of conduct with the non-academic conduct form and consolidating this into one document. This will then be signed before any Commerce event. We wouldn’t be able to actually write our own because we are a subset. As a student, we have to acknowledge the AMS and non-academic code of conduct. We are looking at a whistleblower program, with misconduct being funneled upwards.

Emily: I just wanted to hit on the training sessions. These long-term I think will be a part of every hiring process. I think it is important to be upfront with the co-chairs, so they can facilitate these trainings once they have hired their team.

Tara: This next discussion is on co-chair training. We want to look at if co-chair training should be mandated in policy. I would be really interested to hear what everyone thinks.

Bill: Meena, go ahead

Meena: Quick point of clarification. When you talked to Western, they said these training didn’t make a difference

Tara: I was just saying they have this in policy. In policy, it says their equivalence of a co-chair needs to attend this training to hire. They said they found it a good way to bring the co-chairs together.

Bill: Alright, Seby

Seby: Just to offer some more context, I think offering training would be very attractive.

Kira: Just to reiterate Seby, I have definitely had these conversations this past semester. A lot of execs have said they did appreciate the training this year and I think it would be a mistake if we did not move in this direction.

Bill: Let’s move on to the last discussion points.

Tara: I would especially love to hear from the 1st years about frosh hiring. We did have lower frosh engagement this year. We really want to prepare for march hiring. Anything you felt wasn’t ideal in frosh hiring, we would love to hear about.

Mahir: Awesome, I can touch a bit on frosh hiring and less engagement. There was not many attendees at the club fair and normally this would have a lot of energy and excite the frosh about applying. I think because this was really early on, they already had a tough transition, and they didn’t have as much to invest in applying. I think the barriers of transitioning online can be attributed to lower engagement.

Bill: Joshua

Joshua: I would like to second what Mahir said. Personally, I found it difficult to navigate the Comsoc shop portal. My friends and I didn’t really know how to use it. Because we were unsure, I think that is where a lot of engagement lacked.

Sargun: I think something great we can look at is very strong promotion. This is what QCCU did and everyone knew about it. I think as a Comsoc and co-chair initiative, this would be a really great way to engage students.

Bill: Thank you, Mahir

Mahir: Tying back to Sargun’s point, I think if we have too many clubs promoting, it will get diluted. I do believe that integrating into class would be a great way to target students that did not know about the clubs beforehand.

Ethan: Great idea

Bill: Tara

Tara: I think as a point of information, class talks happened a lot in person. These were kind of brushed over everyone’s head because there were so many presentations. I think it is a great opportunity to start looking at how we can integrate into class without everything going over one’s head.

Bill: Thanks Tara, Angie

Angie: I just had a really quick point. I don’t think profs will appreciate 50 different clubs wanted to do class talks. I think students will just glaze over. It might be cool if every club posts a video intro or a presentation to describe what the club does.

Joshua: I would like to build off of Sargun. Thinking about it right now, it is mainly on Comsoc shop. I was thinking that it may work to use our school email to provide a hiring guide. I know we were waiting on emails to come in, after signing up for these.

Michelle: So, the event we want to run is actually to work through these issues before March hiring. We want to allow access to executives and integrate a coffee chat sign-up element. I just wanted to do a quick plug. Anyone who wants to join this working group, shoot me a text.

Bill: If there is no other discussion points, we will close assembly.

1. **Close of Assembly**

Bill Le

Speaker of the Assembly

Smith Commerce Society

**ASSEMBLY REPORT**

**Name: Seby Monsalve**

**Position:** President

**Reporting Date:** Jan 15th, 2021

**ITEMS TO REPORT? Yes**

Hi Assembly,

Welcome back! I hope the winter semester is off to a great start! Below are a couple of updates and highlights from the Presidential Portfolio.

**Equity, Diversity, Inclusion and Indigenization**

Kelly is driving forward two exciting initiatives centred around advancing reconciliation. The first is a therapy paint night, and the second is an Indigenous speaker's panel series on medicine, commerce and law. We are looking for additional support to make these projects come to fruition. There will be a meeting Monday 18th at 12 PM EST for anyone interested in helping!

Please let Kelly know if you are interested in supporting and plan to attend the meeting and refer to the Assembly Facebook Group for the meeting link.

**External Student Relations**

Amanda and Sam continue to promote ComSoc's External Opportunity Live Feed. We ask for everyone's support with giving this new ComSoc resource as much visibility as possible - go follow the page, share on your social media and encourage your friends to go follow!

https://twitter.com/ComSocExternal?fbclid=IwAR3O6Dg\_ZE3XK7211TqP90puqJo-lxTG\_W4PEO-26kCjKPSm8OE8GGzrLO4.

**Academics**

Jordana is working with the Smith EDII Research and Thought Leadership Working Group and the Center of Social Impact to organize a speaker’s series of EDII scholars and thought leaders. The speaker’s series begins with El Jones who will speak to her work as an educator, journalist and community activist.

**Environment**

Libby supported Holiday Hope to organize and distribute travel mugs and reusable straws. The 100 travel mugs were gone within the first 15 minutes of the event! Additionally, Libby is starting to plan a variety of initiatives and campaigns to encourage our peers to make more environmentally friendly decisions in their everyday lives.

**Ombudsperson**

Claire with the support of Mahir and Sanuree kick off Wellness Week on Monday, January 18th! The week is jam-packed with various events to help inaugurate the winter term. Events include a Networking Night in collaboration with the Peer Leadership Program, Yoga classes, a cooking class, a Wellness Workshop and an Among Us social. Please sign up for the events on ComSoc Shop, share on your social media and encourage your friends to attend!

**Talent Strategy**

Welcome to our new Talent Strategy Officers, Tara Rezvan and Ethan Kibel who will be leading all people-matters for the Smith Commerce Society. Additionally, congratulations to Joshua Cheung and Brooke Winters who are joining our Talent Strategy Team as Coordinators.

Wishing everyone the best of luck with the winter term and excited for everything we will accomplish together this semester.

Seby

**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:** Jan 15th, 2021

**ITEMS TO REPORT:**

Happy semester two! Hope everyone had a nice break!

**Industry Associations Commissioners |** Mel and Kira, the Interns and CROs, alongside the CAC are planning Career Mash-up, an event geared towards first and second years. It gives them the opportunity to meet alumni and upper year students representing a multitude of different industries! The goal is to explore different industries, ask questions and learn in a stress-free environment. Date: February 25th@ 5:00pm

**Business Manager |** Ethan is enlisting other ComSoc members who are interested to assist in the planning of a networking event prior to March Hiring for first years to chat with people from different ComSoc execs and gather information to aid in their decision as to which execs to apply for.

**CROs |** Our CROs are working on some more fun content for the ComSoc website in the form of articles and/or podcasts from notable alumni! Stay tuned for more exciting content!

**Commissioners x AB |** All mid-year reviews have been completed by AB Directors and Commissioners and are in the process of being finalized, Co-Chairs will receive their results within the next few weeks.

**Society Events |** Looking forward to a Winter semester full of awesome virtual conferences! Congrats to the Q3C Co-Chairs who ran a great conference last weekend! Next up we have QCIB, QRF and QEC this weekend!

**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:** January 17, 2021

**ITEMS TO REPORT:**

Hey everyone – welcome back to Assembly! I hope everyone had a great break and that you have all had a successful transition back into the swing of things. For the fourth years, it is wild to think that this is our last semester of undergrad.

**Special Events:** Marla and Elyssa are currently planning out the social and culture creation calendar for second semester. Of particular note, we are looking at ways to run ComSoc Appreciation Week as well as substitute the ComSoc year-end gala to celebrate co-chairs. If anyone has any ideas or would like to contribute to special events planning, feel free to reach out!

**Finance:** Big shoutout to Julia, Mark, Oliver, Diana, Angelina and Megan who, this past week, wrapped up second semester budgeting! Diana has also been working alongside Roya in launching a SVF incubator-style promotion campaign – stay tuned! Additionally, the bursary fund is in the final stage of approval, being brought forward to Senate on the 21st.

**Marketing:**Huge thank you to Taylor and Grace for being so swift in developing graphics for Claire and her team for wellness week. The marketing team will also be wrapping up loose ends on the rebrand to ensure that the next executive is equipped with sufficient marketing resources

**Policy:**As has become customary to Assembly, Emily is putting forward another motion today to reduce barriers in the executive election process. She has also been working to lay the ground work for another round of elections in which the nomination process kicks off next Wednesday. Big kudos to Emily and all the work she has done!

**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:** January 15th, 2021

**ITEMS TO REPORT?**

Welcome back everybody and happy second semester!

A few items to report from AB:

* Committee Reviews have been completed and feedback is being disseminated to executives over the next couple days.

* MKV 360-degree feedback will begin in the coming weeks, with **Jane Hutchings** taking point on collecting and aggregating the data and feedback on the executive’s performance.
* Policy overhaul being led by **Julien and Dante** is currently underway, and a commerce-wide survey is going to be send out soon to collect data that will help re-craft ComSoc policy. Please keep your eyes peeled and share the link once it’s sent out!
* **Dante** will be presenting a motion to revise the AB structure and hiring procedures tonight!

Cheers.

**INCLUDED IN STATEMENT BY MEMBERS?**

**Yes**

**MOTIONS TO PRESENT?**

**Yes**

**DISCUSSION ITEMS TO RAISE?**

**No**

**ASSEMBLY REPORT**

**Name: Calvin Schilstra & Mac Dean**

**Position:** Senators

**Reporting Date:** January 15th, 2021

**ITEMS TO REPORT:**

**ITEMS TO REPORT:**

***Senate Meeting – December 1st, 2020***

Consent Agenda Reports of Interest:

* Some updates from the Council of Ontario Universities Academic Colleague Report
* *COVID-19* has cost universities an estimated $700 million in lost ancillary revenues and additional expenses due to the pandemic. Also, many universities were unable to reach their enrolment goals, particularly for international students.
* *Facilities Renewal Program (FRP):* The government has announced a distribution formula for annual payments to support facilities upkeep. This formula has cut these payments by about 20% to around $80.9M.
* *Mental Health:* The government announced $19.5M in funding for postsecondary sector mental health initiatives. This includes about $3.25M of new funding, the bulk of which ($2.5M) if for new “partnership development” to support a series of initiatives that partner with community providers.

Regular Agenda Motions and Reports

* Senate approved the introduction of a Graduate Field in “Nationalism, Ethnicity, Peace, and Conflict” for the Master of Arts in Political Studies.
* Senate approved the establishment of the *Chair in Student Success and Wellness* in the Faculty of Education.
* SCAP Academic Integrity Summary 2019/2020:
* Smith fared well with an increase of only 2 cases ***REPORTED*** to the school in comparison to 2018/2019. Other faculties such as the Faculty of Health Sciences, Faculty of Law, and the School of Graduate Studies also fared relatively well. However, others such as the Faculty of Engineering and Applied Science, Faculty of Education, and the Faculty of Arts and Science saw a marked increase in the amount of cases reported, likely due mainly to the shift to an online environment at the end of the winter semester.

Regular Agenda Administration Reports

* Further discussion was brought forth regarding the*Report on the Conversation*.
* All students and members of ComSoc are encouraged to read this report and provide feedback to the Principal.

**INCLUDED IN STATEMENT BY MEMBERS:**No

**MOTIONS TO PRESENT:**No

**DISCUSSION ITEMS TO RAISE:**No

**ASSEMBLY REPORT**

**Name: Angie Tang**

**Position:** Upper AMS Representative

**Reporting Date:** Jan, 15th, 2021

**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:** Jan, 15th, 2021

**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:** Jan, 15th, 2021

**ITEMS TO REPORT:**

Hello everyone and welcome back! I hope everyone had a great winter break. It is hard to believe that Comm ’21 is starting our last semester at Queen’s.

Over the break, our Comm 21 Grad Committee met a few times to begin planning graduation festivities for this semester. There is a lot of cool new initiatives in the pipeline, and I am excited to continue working on them with the team. I also met with a couple people in the Smith Office over the break to begin discussions on how we can collaborate on new and existing graduation traditions.

The Comm 21 Grad Instagram page launched on Friday, so make sure to give that a follow to stay up to date on grad festivities and reminders.

Commitment fundraising will commence this semester and our Grad team has come up with different fundraisers to help. If any fourth years still haven’t filled out the fund selection form please make sure to do that. I am looking to get input from at least 25% of the graduating class before the selection is made.

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: No**

**DISCUSSION ITEMS TO RAISE: No**

**ASSEMBLY REPORT**

**Name: Victoria Macerola**

**Position:** Comm ’22 President

**Reporting Date:** Jan, 15th, 2021

**ITEMS TO REPORT:**

* I’m back!
* January email going out this weekend
  + ITEMS HIGHLIGHTED:
    - Welcome back
    - Wellness Week
    - Reminders of things to get involved with this semester
    - Suggestions link
* Trying to still arrange a meeting with exchange office to convey feedback from COMM’22
* Looking to make this semester as engaging as I can – lots of people have been feeling the effects of isolation and I want to try to brighten spirits as much as possible

**INCLUDED IN STATEMENT BY MEMBERS:**

Yes

**MOTIONS TO PRESENT:**

None

**DISCUSSION ITEMS TO RAISE:**

None

**ASSEMBLY REPORT**

**Name: Aryamaan Ghosal**

**Position:** COMM '23 President

**Reporting Date:** 11/01/21

**ITEMS TO REPORT: Yes**

Hey everyone! Wishing you all a happy new year! I hope you all had a great holiday break and first week of classes!

**International Student Experience & Support**

On January 7th, I sat on a working group meeting starting off the Self-Assessment process and Global Engagement strategy creation for Queen's University. We addressed and suggested changes to tackling underlying issues in our system regarding policy, support resources, student experience, financial stability, bureaucracy, inequality, discrimination, and much more. I hope to bring these points and experiences to ComSoc with interests to advance our values as an organization that represents and serves the student body.

**"End Paper Cups" Project**

Upon gathering the responses from the google form sent out last November, this project will address the issue with highest demand - use of paper cups in Goodes Café. Special thanks to Seby and Libby for continuously supporting and innovating the project. The End Paper Cups project aims to reduce our carbon footprint and attain a more sustainable environment at the Smith School of Business. This will be done through a gradual to complete elimination of paper cups and replacing them with reusable mugs at the Goodes Café. So far, a comprehensive proposal has been drafted explaining how the project aims to attain its goal while meeting valuable needs of our stakeholders - it will be made publicly available soon. Valuable collaborations were also established to support the project; AMS, CSI, QBACC, Hospitality, and Queen's staff.

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: No**

**DISCUSSION ITEMS TO RAISE: No**

**ASSEMBLY REPORT**

**Name: Mahir Hamid**

**Position: COMM ’24 President**

**Reporting Date: January 15th, 2021**

**ITEMS TO REPORT:**

**COMM 24’s Got Talent**

* Great participation from COMM 24!
* 70+ participants
* 9 performances
* One winner
* It was an awesome hour long event where COMM 24 got to see some performances from the class. There was a lot of hype, and a lot of support. Based on the success, I want to host a similar event in February. More specifically, a coffee house!

**Wellness Week!**

* 6 events: the first is a network night
* If any of you remember SGM from the fall, I mentioned working with Mya and Roya on helping COMM 24 integrate into the mentorship program.
* Now our first event is to break the barrier between younger students and older students.
* \*insert link\*
* Yoga Tuesday
* Cooking with Khrish
* Making Poke bowls
* Yoga Thursday
* Among Us Social

**Electoral Reform with AB**

* increasing accountability within year presidents
* making sure they are part of the day to day operations of comsoc

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: No**

**DISCUSSION ITEMS TO RAISE: No**

**ASSEMBLY REPORT**

**Name:**Claire Zhou

**Position:**Ombudsperson

**Reporting Date:**January 15, 2021

**ITEMS TO REPORT:**

**Wellness Week:**Mark your calendars Commerce students! It’s time for ComSoc’s Wellness Week! While it can’t be in person this year, we have 5 show stopping events for you to ensure you get your dose of wellness even from afar. The following are the events to expect in the upcoming week:

Day 1, Monday January 18th 6:30 PM - 7:30 PM (EST): Network Night

Day 2, Tuesday January 19th 10:00 AM - 11:00 AM: Yoga Tuesday

Day 3, Wednesday January 20th 6:00 PM - 7:00 PM: Cooking with Khrish

Day 4, Thursday January 21st 10:00 AM - 11:00 AM: Yoga Thursday

Day 5, Friday January 22nd 4:00 PM - 5:00 PM (Wellness Workshop) and 6:00 PM - 7:00 PM (Among Us Social)

**Wellness Package:**By signing up for a Wellness Week event, you’re in Kingston, and sign up on the Google link found on Facebook, there’s a chance to a Wellness Package for the first 50 sign ups. The following are the items to be found in the Package:

* The Subtle Art of Not Giving a F\*ck by Mark Manson
* B Yellowtail Mask
* Sage Baron Soap
* Daily Journal
* Assorted Candies

**INCLUDED IN STATEMENT BY MEMBERS:  Yes**

**MOTIONS TO PRESENT: N/A**

**DISCUSSION ITEMS TO RAISE: N/A**

**ASSEMBLY MOTION**

**Being put forth by: Emily Prpic**

**Being put forth on:** Sunday, January 17th, 2021

Document where changes can be found: <https://drive.google.com/file/d/1QRTKb7TF0AVAN7rD6HajGlaoAlqq92hP/view?usp=sharing>

**WHEREAS** current Elections Policy is restrictive to potential Executive team candidates given the digital learning environment,

**AND** the Elections and Referenda Policy currently states that:

2.3 Nominations will be made by submitting a completed nominations form …For Society Executive elections, a minimum of 250 signatures per team is required.

**BIRT** the following change be made in the Elections and Referenda Policy.

2.3 Nominations will be made by submitting a completed nominations form …For Society Executive elections, a minimum of 50 signatures per team is required.

**ADDITIONAL INFORMATION**

**Resources:**Elections and Referenda Policy Section 2

**Context:**Other student societies offer similar guidelines.  For EngSoc, candidates require 50 signatures, while ASUS does not require any signatures to be nominated for Executive roles.

**Rationale:**To allow for higher engagement with candidates and to provide a fair opportunity for every student.

Emily: Hi everybody, first little note. I am not sure what that first link is actually to, but it isn’t election policy. I am just going to make it simple. The current one is not particularly inclusive and, especially with the digital climate, we want to make it inclusive. When comparing it to other programs, the 250 signatures is not ideal. That’s about it for me.

Bill: Great. Any questions? Raise your hand and I’ll call on you. If there are no questions, motion to move to discussion. Awesome, motion passed. We will now move to discussion

Dante: Emily and I have been working together on the broader policy and she brought up these changes for just this year. Given the changes and technological requirement, the points she raised were more than responsible

Bill: Will, go ahead.

Will: Similar to Dante, Emily and I have had some conversations about what elections look like. We saw that the signatures were an impediment, and we want to make sure that there are no barriers to entry. It is no secret that in recent years the executive team has run uncontested. We want to avoid it being a popularity contest. That being said, Michelle, Seby, and I are all in agreement.

Bill: Any more questions? Ok, motion to move to vote. Motion passed

**MOTION PASSED (100% favor)**

**ASSEMBLY MOTION**

**Being put forth by: Dante Aralihalli**

**Being put forth on:** Sunday, January 17th, 2021

**WHEREAS**the current Advisory Board structure limits the Board’s ability to complete its mandate

**AND**significant portions of the work the Board does ends without completion at the end of the academic year and is then lost in transition

**BIRT**that section 4 of Hiring policy be amended as outlined below.

**ADDITIONAL INFORMATION**

**Key Definitions:**

**Advisory Board**- The Advisory Board is a branch of the Smith Commerce Society Assembly which is composed of third and fourth year Commerce students. The Board’s mandate is to provide strategic guidance to the Society and to undertake strategic projects throughout the year.

**Student Venture Fund (SVF)**- The Student Venture Fund is a pool of money managed by the Smith Commerce Society which is used for funding student-led initiatives.

**Resources:**[Hiring Policy](https://drive.google.com/file/d/1wbgJY24Kg03H4y_AUzNeBsmYPILosaVE/view?usp=sharing)

**Context:**After internal deliberation, Advisory Board has concluded that the current six-director structure limits the Board’s ability to complete strategic projects due to both year-over-year turnover and capacity restraints throughout the year.

**Rationale:**The new structure limits yearly turnover, increases the strength of the Senior Director pipeline and decreases the amount of time that gets spent conducting mid and end of year reviews, allowing more time for Directors to tackle strategic projects.

**Advisory Board**

4.1 Interview Process

4.1.1Each applicant will present before a panel composed of the incoming Chair of the Board, the outgoing President, the Talent Strategy Officer, and two members of the outgoing Advisory Board (who must be the same members for all interviews). The incoming Chair of the Board and the two members of the outgoing Advisory Board are the only voting members of the panel.

4.1.2The applicant’s presentation may include whatever the applicant feels appropriate; but it should at least address their interest in sitting on the Board, ideas and goals during their time on the Board, and thoughts on the strategic direction of the Society. This presentation is limited to five (5) minutes. PowerPoint is permitted. A detailed written proposal is also acceptable.

4.1.3The panel will then ask candidates questions specific to their presentation as well as a set of questions asked to all candidates.

4.1.4Once all applicants have been assessed, the panel will select as many candidates as they feel are qualified, up to a maximum of **~~six (6)~~ eight (8)** Director positions on campus.

4.2Chair Selection

4.2.1Preference for the Chair position should be given to members who have already completed one (1) year on the Board.

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4.4.1     **~~At the end of the Fall and Winter semesters the Chair will evaluate each Director’s performance.~~ Prior to Director hiring, the outgoing and incoming Chairs will evaluate Junior Director’s performance.**

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4.5Qualifications

4.5.1An applicant must have a comprehensive working knowledge of the Society, and must be entering an upper year (i.e. at least third year) of the Commerce Program. **Third years and**

Dante: Hi everyone, one slight change from what was sent out. The big change is moving from 6 to 8 directors, requiring a minimum of 2 junior directors being hired. This enables the new advisory board to hit the ground running, as opposed to spending the first 2 months trying to figure out what is going on. Next, we have decided to change the hiring committee. We felt this change would allow for the AB chair to be more independent from the executive from the start. Moving on to the member team and composition. Previously, policy required a member from AB to be removed by majority of the executive and AB. We want to move this away from the executive. The next change is already in practice that one of the SVF is an AB director. This is just to specify this in policy. As per the internal discussions in AB, we decided that since it was not in practice to have a director evaluation, we would move this to the end of the year. In terms of qualifications, 4.5 just separated out the qualifications for junior and senior directors, just to lay out that they are not applicable. Generally, this change was about expanding the number of directors from 6 to 8 and to ensure the work done on strategic processes was not disrupted from transition.

Meena: Just a question about increasing the number of positions. A motion to add an amendment about EDII practices.

Dante: Yeah, so that’s a friendly amendment on my part. This is taken into account now, but I think it would be a good call to input this into policy. I’d like to ping Kayvon.

KAyvon: Sure, we don’t like to tell people what they need to be looking for. However, I do see the need so I think we should pencil this in if it is friendly.

Dante: Yup, if you could just put it into the language to put this in by the vote, we can just table it until next assembly.

Tara: Just quickly wanted to jump in. I am pretty sure the policy overhaul that the EDII statement is at the top of the hiring policy. I am not sure if this needs to be repeated again in the same policy. I would love to collaborate with you Meena to change the wording of it now.

Meena: Ok, I think the concern is that 4.1.2 says they need to prepare a presentation with strategic vision. I think that including EDII in this vision, it will help applicants to prepare. I think that’s the difference I am talking about.

Tara: I totally get that. I just wanted some more clarification from Dante. I was just wondering why we are moving evaluations to the end of year. Wouldn’t it be beneficial to keep this, so they can know how they are doing.

Dante: Yeah, so this is for the directors not the chair. If we are going to put a formalized structure, I guess we would need to put some sort of outcome if they are underperforming. What would we do? Remove the chair halfway through the year. I am not sure that if we did do it how it would work. I am just worried it would cause more damage than good.

Bill: Seby, go ahead

Seby: I was just a bit confused about the chair process. We haven’t had any outgoing directors apart of this decision.

Dante: We had a discussion about removing some of the influence of the executive of the decision and replacing it with some of the AB outgoing director. This person would have a better understanding of the role and what is necessary to fulfill this role.

Seby: I am just a bit fearful of the parameters around this. What if the chair stacks the hiring panel?

Dante: I think that is totally a fair point. I am just wondering how we would go about solving that.

Bill: Last question. Michelle, go ahead.

Michelle: Is there any concern with more 3rd years and them going on exchange

Dante: For some context, there is always at least one 3rd year on exchange. This person goes and just does no AB stuff on exchange. We have no plans to change this in the future, even with added 3rd years. We feel that having more 3rd years will actually be a benefit for them going into a senior role.

Bill: Ok, discussion period. Libby, go ahead.

Libby: I think the manpower thing is really great. My point is just in response to Michelle’s point. Would it be friendly to have the 3rd year that go on exchange to still be in AB meetings? I think this could go a long way

Will: Libby, I think this is a great idea. Right now, I think this is a gap. Over a semester, so much can change. This is imperative to ensure continuity.

Kayvon: I think this does make sense. Would you like to prepare and amendment or just just normalize it in AB culture?

Libby: I am indifferent, as long as this does take place. AB does have a general consensus

Kayvon: It may be worth considering all of the executive sitting in, that way there will be a good relationship. Mind you, we are all in favor.

Seby: I think it is best to institutionalize this into culture. That being said, MKV is in favor. This is doing our part to keep the society growing.

Bill: Thank you Seby. Meena, go ahead

Meena: This is a question for Kayvon. Is there any way for Comsoc members to sitting in on the interviews. It might be worth having an EDIO sit in the interview?

Kayvon: That is a great question. I would be happy to have this chat offline.

Bill: Libby

Libby: To build off Meena’s point. I think EDIO’s could make great directors. So, this could limit people in these roles to further participate in more senior roles.

Meena: Great point

Bill: Anything else? Ok, motion to move to a vote. Motion passed.

**MOTION PASSED (**100% favor)

**ASSEMBLY MOTION**

**Being put forth by: Dante Aralihalli**

**Being put forth on:** Sunday, January 17th, 2021

**WHEREAS**the current Advisory Board structure limits the Board’s ability to complete its mandate

**AND**significant portions of the work the Board does ends without completion at the end of the academic year and is then lost in transition

**BIRT**that section 4 of Hiring policy be amended as outlined below.

**ADDITIONAL INFORMATION**

**Key Definitions:**

**Advisory Board**- The Advisory Board is a branch of the Smith Commerce Society Assembly which is composed of third and fourth year Commerce students. The Board’s mandate is to provide strategic guidance to the Society and to undertake strategic projects throughout the year.

**Student Venture Fund (SVF)**- The Student Venture Fund is a pool of money managed by the Smith Commerce Society which is used for funding student-led initiatives.

**Resources:**[Hiring Policy](https://drive.google.com/file/d/1wbgJY24Kg03H4y_AUzNeBsmYPILosaVE/view?usp=sharing)

**Context:**After internal deliberation, Advisory Board has concluded that the current six-director structure limits the Board’s ability to complete strategic projects due to both year-over-year turnover and capacity restraints throughout the year.

**Rationale:**The new structure limits yearly turnover, increases the strength of the Senior Director pipeline and decreases the amount of time that gets spent conducting mid and end of year reviews, allowing more time for Directors to tackle strategic projects.

**Advisory Board**

4.1 Interview Process

4.1.1Each applicant will present before a panel composed of the incoming Chair of the Board, the outgoing President, the Talent Strategy Officer, and two members of the outgoing Advisory Board (who must be the same members for all interviews). The incoming Chair of the Board and the two members of the outgoing Advisory Board are the only voting members of the panel.

4.1.2The applicant’s presentation may include whatever the applicant feels appropriate; but it should at least address their interest in sitting on the Board, ideas and goals during their time on the Board, and thoughts on the strategic direction of the Society. This presentation is limited to five (5) minutes. PowerPoint is permitted. A detailed written proposal is also acceptable.

4.1.3The panel will then ask candidates questions specific to their presentation as well as a set of questions asked to all candidates.

4.1.4Once all applicants have been assessed, the panel will select as many candidates as they feel are qualified, up to a maximum of **~~six (6)~~ eight (8)** Director positions on campus.

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4.2.1Preference for the Chair position should be given to members who have already completed one (1) year on the Board.

4.2.2The Chair of the Board shall be selected before the summer meeting of the Board, preferably during the March Hiring period of the current academic year. **~~The incoming and outgoing Society Presidents, VPSA, VPO,, and outgoing Chair of the Board shall each hold one (1) vote in this election.  In the event of a tie, the outgoing Chair of the Board shall cast the deciding votes.~~**

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4.5Qualifications

4.5.1An applicant must have a comprehensive working knowledge of the Society, and must be entering an upper year (i.e. at least third year) of the Commerce Program. **Third years and fourth years are henceforth referred to as Junior Directors and Senior Directors, respectively.**

4.5.2A preferred **Junior Director**applicant may have:

* Previous experience leading activities run throughout the Society, particularly on Assembly;
* Shown initiative and diligence in past projects; or
* Relevant experience, corporate or other, that Assembly deems material.

**4.5.3A preferred Senior Director applicant may have:**

* **Previous co-chair experience;**
* **Shown initiative and diligence in past projects; or**
* **Relevant experience, corporate or other, that Assembly deems material.**