**Smith Commerce Society General Assembly**

**Sunday, September 13th, 2020**

To begin, let us acknowledge that Queen's is situated on traditional Anishinaabe (An-nish-nah-bee) and Haudenosaunee (Hoe-deh-nah-shonee) territory. As we are meeting virtually, let us also take a moment to acknowledge the traditional territories where we each call home. For many of us, we are taught about the history of Indigenous communities as it relates to the founding of what we colonially recognize as Canada. We must undoubtedly recognize the atrocities committed against Indigenous communities, from Indigenous massacres and residential schools, to even today, where Indigenous communities continue to struggle under systemic barriers. To acknowledge these lands is to recognize, to reflect upon, and to accept its long-standing history, a history that far proceeds the establishment of its earliest European colonies. May we use our privilege to call for greater accountability amongst our institutions and ourselves and greater action to uphold their lands and culture's integrity.

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
	* Aryamaan Ghosal – Comm ’23 President
	* Meena Waseem & Kelly Zou - EDIO Team
5. **Motions**
	* Smith Marketing Consulting Ratification
	* Elections Policy
6. **Discussion Items**
7. **Close of Assembly**

Bill Le

Speaker of the Assembly

Smith Commerce Society

Goals for Assembly:

* Transition Assembly to become more digitally streamlined
* Make Assembly more accessible for all Society Members
* Strengthen Comsoc Assembly collegiality

Bill: What is Assembly? The Commerce Society Assembly is the legislative body of Comsoc. Every Commerce student is free to attend and participate in Assembly. Each member has the right to move or second motions. A substantial motion is a motion that attempts to change the Society and its activities, is voted on by elected members, except during SGA and AGA

**ASSEMBLY MOTION**

**Being put forth by: Emily Prpic and Will Van Vliet**

**Being put forth on:** Sunday, September 13th, 2020

**WHEREAS** current Elections Policy is restrictive to first year students given the implications of Covid-19 andthe Elections and Referenda Policy currently states that:

2.1 Nominations will be made by submitting a completed nominations form with at least eighty (80) signatures to the Chief Policy & Returning Officer before the end of the nomination period… Nomination forms must be available for a minimum of seven (7) days before the end of the nomination period…

4.1 The campaign period shall last for a period of seven (7) days…

4.4 Acceptable types of promotion include, but are not limited to the following:

- Posters -Fliers

- Pamphlets -Buttons…

Promotional materials may only be distributed in Goodes Hall…

**BIRT** the following temporary changes be made in the Elections and Referenda Policy pursuant to the following amendments. The changes will be in effect for the Fall 2020 academic semester and will be reviewed for potential extension before the Winter 2021 academic semester.

2.1 Nominations will be made by submitting a completed nominations form with at least fifteen (15) signatures collected through Google Forms to the Chief Policy & Returning Officer before the end of the nomination period… Nomination forms must be available for a minimum of five (5) days before the end of the nomination period…

4.1 The campaign period shall last for a period of five (5) days…

4.4 Unacceptable types of promotion include, but are not limited to the following:

- Posters -Fliers

- Pamphlets -Buttons…

Promotional materials may not be distributed in Goodes Hall and must be strictly virtually…

Emily: So, hi everybody I am the CPRO this year. I just wanted to quickly walk you through these changes. These changes are for the upcoming fall election, where the COMM’24 President and Lower AMS representative. So, the recommended changes will have at least 15 signatures collected through Google Forms. The campaign period shall last 5 days, and no in-person signatures or campaign material will be permitted. It must all be virtually. The rationale behind these changes are:

* Due to the virtual learning environment, collecting 80 signatures would be unreasonable
* Many first years will not have a large network to pull from
* Makes the election process more accessible

**ADDITIONAL INFORMATION**

**Resources:** Elections and Referenda Policy Sections 2 and 4

**Context:** Due to the online learning environment, the Smith Commerce Society needs to make Fall elections accessible and realistic for potential candidates.

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

More information and clarification to follow.

Questions:

Bill: Any questions? Meena?

Meena: Maybe I missed this. But, will candidates be allowed to buy paid promotions?

Emily: This isn’t something that has been prevalent. I would have to verify this, but I am pretty sure the answer would be no

Bill: Anyone else? Going once, twice? Alright, we will move to discussion

Discussion:

Bill: Anyone have any comments? Seby.

Seby: I just want to shamelessly plug that we are looking for these two positions. It has to be either a first year or second year rep.

Bill: Thank you Seby, go ahead Meena.

Meena: Will this be posted on Comsoc shop and on Facebook?

Seby: So, this would be up to the CPRO, not impacted by this policy. I will be sending an email tomorrow that goes more in detail on this.

Bill: Any other comments?

Michelle: A lot of thought has been put into this motion. The nature of first semester should not be a deterrent to applying. We are all in favor (MKV).

In Favor: 100%

Opposed:

Abstain:

MOTION PASSED

**ASSEMBLY MOTION**

**Being put forth by: Claire Zhou**

**Being put forth on:** September 10th, 2020

**WHEREAS** *ComSoc is missing the need that addresses hands-on experiential marketing learnings in its current club roster*

**AND** *Smith Marketing Consulting meets this need and has proven to receive high level of engagement from the Commerce population*

**BIRT** *Smith Marketing Consulting (SMC) is ratified under ComSoc business effective immediately*

Claire: I just wanted to say they have put together a great executive and have done some really great work. Good luck!

Ashley: Thanks Claire. We are so excited to share everything weve been doing

Garrett: Last year, I decided I really wanted to be part of a club that I could get hands-on experience of consulting. I then reached out to a prof and he connected me to 20 students.

Ashley: So just a little bit about us. Our mission is to help companies differentiate in an increasingly digital world by offering marketing consulting and digital strategy to small businesses, startups and smith partner companies. Our goal is to be Canada’s top student-run digital marketing consultancy through our mantra of relentless creativity and innovation.

Founded in March of 2020

Provide students with hands-on marketing projects, allowing them to gain transferable skills

Garrett: So just to go over what we have to offer. We have 3 pillars: digital marketing, social media strategy, and brand development

Ashley: So, we not only discuss marketing – but hands on projects to gain tangible experience and skills for future interviews, jobs, and classes. We are different than QMA and other student clubs because we specialize in marketing consulting, opposite from a conference. Since COVID19, we have helped companies to increase their digital footprint.

Garrett: Our impact:

 Giving students without an internship tangible work experience

 Helping companies adapt and excel during COVID, working to increase digital presence and marketing

 We are a fully functioning business

 We are self-sustaining and make an impact to our clients every single day

 Impact made on community through donations made to charities

Garrett: Like many of us, the Stolen by Smith page fueled our diversity and inclusion plan. At SMC, we are committing to listening, learning, and reflecting. We condemn any behaviour that leads to the exclusion or oppression of another person and we recognize that condemnation without action is meaningless

Ashley: So, operating under ComSoc

Finances:

 We could leverage ComSoc’s finance team and budgeting process to enable our financial success and help us out to be profitable in our first year

Structure:

 As an internal committee with business operations we will follow a path similar to other business focused clubs that have been a part of ComSoc

Client Acq:

 We will leverage the ComSoc platform for client acquisition and are open to involving other teams and executives that may have client suggestions and recommendations

Marketing:

 We have had our marketing approved by the Smith Marketing Office and will continue to uphold quality marketing pertinent to ComSoc’s mission and vision

Garrett: For financials, our revenue per project is 1000 per project. Taking on at least 4 projects per semester is 4000 in revenue per semester to cover our expenses. At the end, our revenue will be donated back to the community

**ADDITIONAL INFORMATION**

**Key Definitions:**

**Ratification:** The process used to add a club to the Society, effective immediately

**Resources:**

Society Composition Policy – Society Ratification

**Context:**

Smith Marketing Consulting has been implemented over the 2020 Summer with great engagement and reciprocation.

**Rationale:**

Smith Marketing Consulting provides a hands-on learning experience for members, which is currently an unmet need in the Society. The inclusion of SMC will add the diversity of clubs and opportunities to the Society’s club roster and provide a better reflection of the Society’s career opportunities.

Questions:

Roya: I just had a quick follow up. Is your relationship with Ron exclusive? Could you open it up to partner with other firms?

Garrett: It is non-exclusive. He is a Queens alum, so he is just looking to help

Libby: Hi yeah, my question is more about the value to students. It is clear that you are adding value I was just wondering if you had more opportunities to extend the value to other members of the ComSoc community, so members not part of the execs.

Garrett: Yeah, so we will be hosting events and people can get certified in a google ad for example. We won’t be using our training because this is internal, but if we see any resources, we will post them.

Calvin: Any profits you get will be donated you said. I was just wondering how you will decide who gets the donations

Ashley: So, we have 5 different firms that we have put on our website. This allows our clients to see them and also give us feedback if they want us to look into other organizations they care more about. Our whole team will make this decision as a group

Libby: Sorry, I just wanted to follow up. How are you different than QTMA? They do talk a lot of marketing

Garrett: They do a lot of work with educational pieces, rather than hands-on experience like us.

Georgia: I was just wondering how you came to $1000 per project. Was this client based?

Ashley: We spent a couple weeks looking into this. We took into consideration how much agencies charged seeing as we are still students. We then asked our clients in the summer if this was reasonable and they said they would be willing to pay more. However, we just wanted to make sure it was inclusive for all clients.

Discussion:

Bill: Alright we will start off with discussion.

Kayvon: On behalf of AB, we wanted to make sure we weren’t encouraging more elitism beyond the executive. They are making the effort to do this, and I think there is opportunity for them to add value and plan events for the greater commerce community. The AB thinks it is a good idea and we are on board with this.

Bill: Perfect, anyone else?

Seby: I want to start off by saying thank you for bringing this ratification about. A couple items I wanted to mention. Coming into this role, we wanted to make sure we don’t get caught up on our operations; we want to be disruptors and keep up with the business culture. The fact they have endorsements by distinguished profs and the CAC, I think this is very impressive. This is a unique opportunity that has been presented to us. We are Commerce students and yet we only have 2 business. We need to make sure we have the opportunities for students. In saying this, MKV is all in favor.

Bill: Anyone else? Ok, we’ll move to a vote

In-favour: 100%

Against:

Abstain:

MOTION PASSED

**ASSEMBLY REPORT**

**Name: Seby Monsalve**

**Position:** President

**Reporting Date:** September 10th, 2020

Welcome to the first General Assembly of the 2020/2021 school year! I hope the semester is off to a great start, and everyone is adjusting nicely to the virtual environment. Assembly is such a social aspect of ComSoc; however, it's definitely not the same virtually. With that said, let try our best to facilitate culture creation in this remote setting; if you are able to and comfortable with, I strongly encourage you to turn your cameras on and add your ComSoc position to your name! All my summer updates were covered in my August 30th report - below are the most recent developments in my portfolio.

**EDII Curriculum Survey**

Jordana launched ComSoc's EDII Curriculum Survey on Friday, August 28th; the survey will be live until Tuesday, September 15th. Currently, we have about 350 submissions and are aiming for 400 submissions. Please complete this survey if you haven't already and continue to encourage your friends to complete the survey as well!

**Ratification Pipeline**

Claire has been working tirelessly over the past four months to develop and build multiple executives. Her efforts are coming to fruition today with the ratification of Smith Marketing Consulting!

**First-Year Representative Hiring**

Most executives will begin First-Year Rep Hiring on Sunday, September 20th. Hiring cycles are a massive undertaking for the Talent Strategy team; it includes reviewing and approving all job postings, application questions, interview questions, coordinating logistics, and auditing interview notes. We are excited to be offering about 110 first-year rep positions to the class of 2024.

**Training and Development Program**

Our new training program launches next week - Co-Chairs are currently registering for two mandatory sessions. Our sessions will critically analyze hiring processes and their equity implications and practice applying equity best practices and tools when participating in hiring panels. Snaps to Tara and Ethan who have developed ComSoc's entire T&D strategy from scratch and continue to work with our partner facilitators to deliver these sessions.

**Orientation Week**

Smith Commerce Orientation Week wrapped up last week! Thank you to the leadership of Taylor Kim and CEO - including our very own Sam Lampert and Marla Maclnnis - the team delivered an unforgettable week with virtual programming that exceeded all expectations.

**Peer Leadership Program**

Roya, Mya, Jane, and Angie continue to work on our first-ever ComSoc Mentorship program! The team successfully trained all mentors with programming from the Human Rights and Equity Office and have released the pairings this past week. Each mentor was assigned 4-6 mentees, and the team created a comprehensive resource guide for mentors to help them provide the greatest value possible to our incoming students.

September is an incredibly busy month for everyone in various capacities so remember to take some time for self-care and that MKV is always available for some non-comsoc chats and banter! Good luck to everyone as we continue to adjust to the virtual environment and to everyone recruiting right now! Here's to a great year ahead!

**ITEMS TO REPORT? Yes**

**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:** September 8th, 2020

**ITEMS TO REPORT:**

**External Commissioners** | Nick and Caitlyn are organizing a 3-Min ComSoc Executive Pitch event where each club can pitch their executive to first years ahead of first-year hiring. Each executive will be given 3-minutes to address first years with a presentation. The event will be run in collaboration with Smith IT using Zoom Webinar.

September 14th @ 6pm-8pm: External Clubs (conferences)

September 16th @ 6-8pm: Internal Clubs Part 1 (Businesses and Industry Associations)

September 17th @ 6-8pm: Internal Clubs Part 2 (Student Life, Professional Development and Social Initiatives)

**EDI Reviews** | This week all Commissioners provided their feedback on all executives EDI Action Plans and statements of commitment to the student body. Executives will be given a week to revise their plans and statements and resubmit. In partnership with QBR, ComSoc will provide all EDI Plans and statements for QBR to post on their website, providing a forum for students to provide feedback.

**CROs** | Over the summer, Tara and Clea, our Corporate Relations Officer have been working on a Student Resource Series in the form of blog posts on relevant topics. These will be posted in the coming weeks on the ComSoc website.

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: No**

**DISCUSSION ITEMS TO RAISE: No**

**DISCUSSION ITEMS TO RAISE?**

**ASSEMBLY REPORT**

**Name: Will Van Vliet**

**Position:** Vice President of Operations

**Reporting Date:** September 12, 2020

**ITEMS TO REPORT:**

Hi everyone! Welcome to our first official assembly of the 2020-2021 academic year. MKV is so excited kick off (what will be) the most memorable year in ComSoc's history and we are so glad you're joining us.

**Summer Updates:** In case, you were not at our SGM, we recapped some of the elements of the Operation Team's exceptional summer. Of particular note, the CMOs rolled out ComSoc's rebrand, including new logos, colour scheme; the CTOs launched the new-and-improved comsoc.ca; the Finance team successfully executed summer budgeting for the fall semester.

**First Year Elections:** During today's assembly, you will hear from Emily, our CPRO, as she puts forward a motion to render first year elections more accessible and equitable given a remote fall semester. Should the motion pass, she will execute the marketing plan for elections, as we aim for greater first year engagement.

**Code of Conduct Overhaul:** The team held final goal-setting meeting before falling into assigned responsibilities to conduct thorough research of best practices. Lauren has been working alongside the CTOs to implement the infrastructure for our whistleblower program.

**Marketing Content Strategy:** Taylor and Grace have been working diligently to craft a detailed content strategy for ComSoc social media, so that posts are scheduled in advance and that content is both sporadic and scheduled. They are currently rolling out a graphics request form to ensure that all requests are documented and integrated appropriately into our schedule.

**First Year Video Competition:** Shoutout to Elyssa for running a first-year short video competition, as part of our first-year engagement strategy. Our winners were showcased on our social media platforms. Keep an eye out for future special events from our team!

The start of the semester can be a challenging and confusing time under normal circumstances; remote learning/recruiting/socializing augments this. Please make sure to lean on your peers during these unprecedent times and please let me know if I can ever be a resource to you.

On an aside, if you're on campus, and even if you're not, please respect social-distancing guidelines.

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: Elections Motion**

**DISCUSSION ITEMS TO RAISE: No**

**ASSEMBLY REPORT**

**Name: Kayvon Mihan**

**Position:** Advisory Board Chair

**Reporting Date:** September 10th, 2020

**ITEMS TO REPORT?**

Since last assembly, AB has been ramping up regular meetings preparing initiatives. Since then, here are some of the events

* AB met with Smith Marketing Consulting and is unanimously in favour of their ratification. The SMC team presented a thorough, well-prepared presentation with a compelling value proposition and succinct operating plan for the upcoming year. We are looking forward to seeing them present to assembly and greatly encourage everyone to get involved in the questions and discussions at assembly.
* The ComSoc app is live! Thank you to the Ops team as well as Dante and Roya for rolling it out. Spread the word!
* Audit committee hiring is going to get underway shortly, likely within the next week. Reach out to Jane if you are interested or know people who might be. Spread the word!

As always, please reach out if you have any questions or would like to collaborate on an idea with AB. We are having a brainstorming session on Monday and are very open to any ideas that assembly and commerce students have to offer to help better ComSoc!

Cheers.

**INCLUDED IN STATEMENT BY MEMBERS?**

**Yes**

**MOTIONS TO PRESENT?**

**No**

**DISCUSSION ITEMS TO RAISE?**

**No**

**ASSEMBLY REPORT**

**Name: Calvin Schilstra & Mac Dean**

**Position:** Senators

**Reporting Date:** September 10th, 2020

**ITEMS TO REPORT:**

Senate – May 19th, 2020

* Senate approved the establishment of a Bachelor of Arts (Honours) Medial and Major in Indigenous Studies within the Department of Languages, Literatures and Cultures to start this September
	+ “The degree plans will have a solid foundation in the histories and cultures of First Nations, Métis and Inuit peoples. The importance of these plans lies in educating all Canadians, per the Truth and Reconciliation Commission (TRC), as well as citizens globally, on the lived histories and current realities of Indigenous peoples in Canada and Beyond” – taken directly from the written proposal from Donato Santeramo, Head of the Languages, Literatures and Cultures department.
* Senate approved proposed amendments to the Sir Edward Peacock Professorship(s) in Political Studies, Department of Political Studies, Faculty of Arts and Science.
	+ The amendments included an adjustment that made it clear the University’s responsibility and need to promote equity, diversity and inclusion in the workplace. As well, it notes that the Department of Political Studies encourages applicants from a variety of backgrounds for the position such as women, racialized/visible minorities, Indigenous/Aboriginal peoples, persons with disabilities, LGBTQ persons and other such groups that represent the diversity that exists in Canadian society.
* Senate approved major modifications to the MPA/JD combined programs.
	+ Primarily a change in the order in which courses are offered in the combined program which entails a change in the initial registration of MPA/JD students.
	+ As well, one currently mandatory course has been replaced with an elective.
* Senate approved the SCAP (Senate Committee on Academic Procedures) request for more leeway regarding the ability to adjust the 2020 fall term break.
	+ Essentially resulted in the ability to adjust the dates to give the five day break we are set to have this fall.

Senate Update Meeting – June 25th, 2020

* Update meeting in mid-summer to keep Senators informed of the progress and plans for the Fall Semester given COVID-19.
	+ Discussion revolved around asynchronous vs synchronous classes and the plans for who will be allowed on campus and how that would be managed.
	+ More so a meeting for discussion and since it was not an organized senate meeting, no motions were presented or carried.

**INCLUDED IN STATEMENT BY MEMBERS:** Yes

**MOTIONS TO PRESENT:**

**DISCUSSION ITEMS TO RAISE:**

**ASSEMBLY REPORT**

**Name: Angie Tang**

**Position:** Upper AMS Representative

**Reporting Date:** Sept 11th, 2020

**ITEMS TO REPORT: N/A**

**INCLUDED IN STATEMENT BY MEMBERS: N/A**

**MOTIONS TO PRESENT: N/A**

**DISCUSSION ITEMS TO RAISE: N/A**

**ASSEMBLY REPORT**

**Name: Georgia Rae**

**Position:** Comm ’21 President

**Reporting Date:** Sunday, September 13th

**ITEMS TO REPORT:**

Email: First year-wide email was sent last week with ComSoc updates from the summer and SGM. If there are any initiatives anyone is working on they woud like sent to Comm ’21 please let me know for next months.

Commitment: I have my first meeting next week with the Alumni Office to start the planning process.

**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:** September 11th

**ITEMS TO REPORT:**

- First email went out to COMM'22 year last week

 - Immense positive responses from year members

- Survey responses in favour of my hosting monthly COMM'22 townhalls

 - Meeting with Alumni Relations over Commerce Graduate Rings next week

- Mockups made

– Waiting for sticker designer to come forward

**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:** 9th September 2020

**ITEMS TO REPORT:**

I hope everyone has had a great start of the session! A bit different, actually, very different but I am glad we have kicked the semester off on a good note!

I have been working on a calendar for my year group which essentially saves my peers the stress of going to different places to find links when it can all be in one place! These would include ComSoc events, hiring, classes, non ComSoc events and much more!

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: N/A**

**DISCUSSION ITEMS TO RAISE: N/A**

**ASSEMBLY REPORT**

**Name: Meena Waseem & Kelly Zou**

**Position:** EDIO Team

**Reporting Date:** 11th September 2020

**ITEMS TO REPORT:**

It’s been a busy summer and start to the fall term for us in our formal roles as EDIOs. Below are the equity-related initiatives we have been working on, either together or individually:

* Kelly, with support from Ann Deer (Indigenous Recruitment Coordinator), spoke with Executive Director Lori Garnier about integrating Indigenous resurgence and decolonization into Commerce life. The initiatives Lori agreed to include: madatory land acknowledgements at all Commerce events, Indigenous cultural awareness training for all teaching staff/admin, hiring and properly compensating Indigenous artists to display celebrations of Indigenous traditions/activities for Goodes Hall, incorporating Indigenous teachings into the Commerce curriculum.
	+ The initiatives pushed forward by Ann and Kelly were structured around the recommendations in Queen’s *Yakwanastahenteha Aankenjigemi, Extending the Rafters Truth and Reconciliation Commission Task Froce Final Report* and what Kelly has learned from the labour of Indigenous activists, including Professor Ian Fanning
* Since the inception of Stolen By Smith on July 3rd, Meena and Kelly have consulted 40 different clubs/conferences/student governments on how to make equity integral to their mandates. These consultations ranged from 30 minutes - 1 hour each and this time tracking does not account for consultations provided via texts/email. Consultations included recommendations on how to: reallocate funds to create internal bursaries for exec members, hold sober/inclusive socials, plan and run inclusive events/conferences (by providing accommodations for lower socio-economic students, students with disabilities, etc), diversify marketing to reach diverse communities, facilitate anti-oppression conversations and work into exec interactions, etc
* Meena, through the support of Jordana (Academics Officer), spoke on a student panel for profs offering recommendations on how to create accessible and inclusive classrooms (advice provided includes: reduce/waive costs of course materials, eliminate/reduce weight of peer evaluations in groupwork, provide students opportunity to switch out of groups (no questions asked; purpose of open policy is to further trauma for sexual assault survivors or students who’ve experienced discrimination from peers by limiting interactions between survivor and perpetrator), incorporate non-heteronormative and racialized representation into course examples, hire and compensate anti-oppression training facilitators to run a case analysis related to systems of oppression in business world, etc)
	+ Many of the recommendations offered were informed through consultations with Mofi Badmos (Diversity and Inclusion Coordinator) and equity-seeking faculty and students.
* Kelly has been working with the CAC on increasing recruitment opportunities for marginalized students and has been working with recruiters from KPMG, Deloitte, and EY on creating recruiting events more accessible
* Meena and Kelly have both had meetings with Executive Director Garnier and Dean Brenda Brouwer, together and individually on multiple occasions, to recommend how Smith can shift to a “need-blind, full-need financial aid” system, increase applicant diversity, etc

We also want to highlight:

* The Reform Smith Equity Proposal is out and we highly recommend you visit the website: <https://www.reformsmith.com/>. Reform Smith researched equity policies of other institutions (Harvard, York, MIT, etc) and consultations with stakeholders (staff, alumni, students, admin, Human Rights and Equity Office, etc)
* . The team is chaired by Noor Rahemtulla (AB co-chair ‘20) and Meena. The research team includes Zoe Kovacs, Bobby Liang, Liat Fainman-Adelman, Jackson Wright, Julia Sun, David Hao, Omar Baboolal, Alice He and Inaara Panjwani.
* Omar Baboolal (2019/20 EDIO) launched and manages the BIPOC mentorship program for Comm ‘24 students and pairs them with BIPOC upper-year student in Commerce. Reach out to him at omar.baboolal@queensu.ca if you know anyone interested in being a mentor/mentee

The Smith Transparency Project’s *A Broken Ladder* explores the socioeconomic composition of COMM ’21 and we recommend you review the research at <https://www.smithtransparencyproject.com/abrokenladder>. The student-led Project was founded by Alice He, Brian Colbert, Langni Zeng, and Lucy Ji, and is dedicated to gathering and analyzing data to inform discussion, inspire reflection, and catalyze change at Smith

**INCLUDED IN STATEMENT BY MEMBERS: Yes**

**MOTIONS TO PRESENT: N/A**

**DISCUSSION ITEMS TO RAISE: N/A**