



University College Literary & Athletic Society
First Meeting
Sunday April 10th 2016– 2:00 PM
Croft Chapter House

Minutes

Attendance

Core Executive

PRESIDENT	Ramsey Andary
VICE-PRESIDENT	Daman Singh
FINANCE	Snow Mei

Executive

ATHLETICS	Abbey Kachmar
EQUITY AND OUTREACH	Chimwemwe Alao
LITERARY AND CREATIVE ARTS SERVICES	Ryan Hume
SOCIAL	Victoria Kourtis
SPIRIT AND COMMUNICATIONS	Francesca Campos
OFF-CAMPUS	Sylvia Urbanik
UNIVERSITY AND ACADEMIC AFFAIRS	Abby Godden
	Aidan Swirsky

Representatives

UPPER YEAR	Sameer Rai
	Felipe Vicencio-Heap
MIDDLE YEAR	Albert Hoang
	Paul Schweitzer
	Kelly Curran
	Michelle Beyn
	Sara Mandia
	Catherine Zhou

UTSU Directors

VOTING	Mira El Hussein
EX-OFFICIO NON-VOTING	Ryan Hume
	Chimwemwe Alao

Staff

SECRETARY	Nicole Gumapac
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Guests

STUDENT LIFE COORDINATOR	Scott Clarke
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Not in Attendance

UPPER YEAR	Jonathan Liang
SPEAKER	Eric Schwenger

1. **Call to order**

The meeting is called to order at 3:40 PM.

2. **Introduction to Council Meetings**

Ramsey: Welcome everyone! This is the brand new council and I hope you are all as excited as I am. We're going to go by Robert's Rules, which is a set of procedures that governs council meetings.

Daman: For people that haven't had formal Robert's Rules meetings, you might not understand, so we will review how it works. Every number is the motion title. General idea of what motion is going, If council votes in favour of a motion happening, it becomes resolved. Some motions have more than one BIRT clause, but every motion has at least one. If motion isn't seconded, then it won't be discussed because it doesn't have the support of the room. Voting in favour means raise your card when the speaker asks for those in favour. Voting against when the speaker asks for those against. You can also abstain from voting when the speaker asks for abstentions. Take one of the three stances, but third stance is not a yes or a no stance. If there's a really long discussion, and you think that people are repeating themselves and nothing of substance is being said, you can call the question. So put up your hand and say "I'd like to call the question", establishes a motion with a BIRT clause that motion be called to question, which stops discussion and starts voting on motion itself.

Ramsey: There's a basic chart of some things of Robert's Rules of Order, it's all in your emails now if you want to take a look at it.

Daman: Main ones. Point of information is clarifying for something. Do not use this to interrupt speaking list and get yourself ahead. Point of personal privilege is when the door is open and it is cold, you need a pencil, or someone is saying that makes you uncomfortable.

Ramsey: Point of order, if you have a question during procedural conduct, someone speaking out of order or not following the rules or speaking list, then you can bring it up and interject.

Daman: Mover of a motion has privilege of speaking first. Secunder can speak second. If you want to speak, put up your hand and speaker will make a list. You can only speak if the speaker gives you permission to. The point of Robert's is to conduct meetings so that they are quick, effective and fair to all participants.

Mira: Don't let Robert's Rules put you off.

Daman: Paraphrasing from the UTSU speaker, don't use Robert's Rules as a way to steer conversation. It's not there as a tool to get your political advantage so don't abuse the procedure. It's there specifically so everyone has a chance to speak, including people who may not understand how Robert's Rules works.

Ramsey: Don't feel intimidated, we won't be harsh on you. We will all smooth ourselves into this process, so don't be afraid to use point of information a lot.

Daman: One last thing. Direct all your comments to the chair. Unless the chair gives you express permission to respond directly to a person, please direct your comments to the chair.

Scott: Just a note that this is a legal corporation. Your comments do end up in the minutes and they can be audited and looked at by the public, so as elected directors to this corporation, you have a duty to use your

votes properly. Around the table, something might be a joke, but the way the minutes hold it may not seem that way. So please take your votes seriously and vote as you would truly want to vote.

Daman: Try not to mess around on serious motions. We are incorporated so every director has a legal obligation to the Lit and the UC Community so please keep that in mind.

Ramsey: We are fairly informal, we have small jokes and that's fine. If it gets excessive, we may cut that off. We're both students and a corporation.

3. **BIRT the agenda be approved as presented (Daman/Michelle)**

MOTION CARRIES.

4. **BIRT Eric Schwenger be ratified as speaker for the 2016-2017 term (Daman/Francesca)**

Daman: We had a hiring committee comprised of last year's council. We interviewed a bunch of people and Eric best suited our needs. Eric, if you don't know him, was president before Amanda, so he has a lot of experience and is very qualified. The hiring committee did due diligence in hiring Eric.

Francesca: He's very experienced and he'll do a great job.

Felipe: He's also a speaker on other councils, not just on the Lit.

MOTION CARRIES.

5. **BIRT Nicole Gumapac be ratified as secretary for the 2016-2017 term (Daman/Mira)**

Daman: Nicole's great. The hiring committee did their due diligence.

Mira: I just met Nicole. She likes dogs.

Abby: Nicole is bae.

MOTION CARRIES.

6. **BIRT Mira El Hussein be appointed to council as a voting member for the position of "UTSU Rep" (Daman/Albert)**

Be it further resolved that Ryan Hume and Chimwemwe Omar Alao be given ex-officio non-voting status for the position of "UTSU Rep".

Daman: We changed how UTSU positions work from last year. Basically, other colleges don't do this but we strive to have constant communication with the UTSU. We have people elected and they also have a seat at the Lit's council. Since the UTSU is a separate corporation, their elections are different from ours. We used to have UTSU director elections during September but they weren't open to general society members, so we are just going to appoint people to the Lit if they're UC directors. Mira is a full voting member as a UC Director, and Ryan and Chim already hold a seat as a voting member, so while they have a duty to submit reports,

they're not going to have two votes since they already hold a seat. So any questions regarding the UTSU, please don't ask me – ask them.

Albert: With their experience, they will be great for the upcoming school year.

Aidan: I'm still asking you questions, Daman.

MOTION CARRIES.

7. **BIRT council reports be approved as presented (see appendix) (Daman/Paul)**

a. **President**

Ramsey reads his report.

b. **Vice-President**

Daman reads his report.

c. **Finance**

Snow reads her report.

d. **Athletics**

Abbey reads her report.

e. **Equity and Outreach**

Chimwemwe reads his report.

f. **Literary and Creative Arts**

Ryan reads his report.

g. **Off-Campus**

Abby reads her report.

Aidan: Eggs?

Abby: Eggs?

Paul: Eggs?

Kelly: Can we have different egg names for everyone? Like scrambled?

Mira: Like hard-boiled eggs. Daman is a hard-boiled egg. Type on Nicole, you got this.

h. **Services**

Victoria reads her report.

Victoria: For those who don't know Kerrie, she is in fourth year and graduating. A geography and sociology student. Also my best friend. And she was the services deputy last year.

Albert: Question, is Kerrie a vegan?

Victoria: No, she drinks too much chocolate milk to be a vegan. Also, we are not twins. We are individual beings.

i. **Social**

Francesca reads her report.

j. **Spirit and Communications**

Sylvia reads her report.

Abby: Why is your report in a different font?

Sylvia: That's Daman's fault.

k. **University and Academic Affairs**

Aidan reads his report.

l. **Orientation**

Abby reads her report.

MOTION CARRIES.

8. **BIRT council ratify the following deputies for the 2016-2017 term (Daman/Mira)**

Daman: The deputy process changed from last year. Last year, we did online applications and then everyone would be invited to come into council and listen to every applicant speak. Which a) took too long and b) was intimidating if you had to come in front of 30-40 people and read off your app. It wasn't working or effective or equitable, so we held interviews. We had 44 applications. Some people applied for more than one position so less than 44 applicants. We read through all the applications and invited them all Friday and Saturday. Four execs on each interview. All execs signed up for positions, and then we had a big meeting on Saturday night to decide as a team on deputies. Keep in mind that this is the first time that the list is being read publicly. Some people that applied are in the room. So just remember that this is kind of the announcement of the winners as well.

Sameer: The way the process was outlined in con review, these aren't the winners, but they are the council's recommendation.

Daman: Yes, to clarify, this is a recommendation. The council has no obligation to approve this motion but this is the recommendation we are bringing forth. This is not the final say, so council can overrule or amend anything based on bias or disagreement with selections.

Mira: I have faith in hiring committee and that they did their due diligence. Many of these people are not previously involved with the Lit so they should have the opportunity to do so. They are also incredibly passionate individual and we should welcome them with open arms to the Lit.

Paul: Are we allowed to inform these people?

Daman: I haven't sent out emails because council can overrule them.

Ramsey: Whatever results get voted in, once it gets passed, we can give them notice. We should let the VP email them officially, and they can probably send it tonight or tomorrow.

Daman: Please keep it private for 24 hours, but I will be sending emails. I couldn't do it before the meeting because it's not official yet.

Sylvia: Just remember that these minutes are made public and individuals will be able to read this, so be conscious that this will be in the record.

Sameer: How are the applications being made available? Just the motivation, or are you sharing the thing with them right now?

Daman: Might be a good idea to have a vote on this. One side of it is having an openness of applications and the other side is respecting the people that have applied and respect the right to privacy of application. All those names go in the minutes. In the case that you applied for a job and didn't get it, you wouldn't want a list of people on the website.

Scott: When we talked about this new process, part of it was to empower the committee that made this decision to have done their due diligence. So it is respecting that commissioner and committee that put it together. From my experience, they would respect the decisions of that committee and then only ask questions.

Ramsey: We're going to keep it that way if it sounds okay to everyone.

Sylvia: I will agree with Scott. Didn't release a list of names for secretary or speaker so they did their due diligence. Let's get through this discussion.

a. **Matthew Fonte as Internal Deputy**

Daman: We had two applicants. Fonte has a lot of experience with the Lit, specifically with the JCR where the internal deputy is needed, particularly in keeping the JCR safe and clean and supervising office hours. Fonte has done a ton of this, so he is extremely qualified for this position.

MOTION CARRIES.

b. **Danyal Damoodi as Clubs Deputy**

Daman: We had two applicants and interviews were fairly tight. But applications were based off of vision for position was and Danyal gave very good answers to scenario questions for the interview. It aligned with a lot of what we wanted from the position and he was extremely passionate while he was speaking, reforming it to be more effective than in the past.

Albert: What is clubs about?

Ramsey: Clubs is in charge of organizing UC Lit clubs. Any student may create their own UC clubs. We are always trying to make this clearer to students. Instead of registering with UTSU, they register with UC. Clubs deputy is in charge of manning that, keeping communication, connecting them with the lit.

Albert: How is this different from ancillaries?

Ramsey: They will be more contacted with core exec.

Albert: Has this been here for a while?

Ramsey: Yes, Sean Xu held this position last year.

MOTION CARRIES.

c. **Rutvi Karkare as Finance Deputy**

Snow: Rutvi has been the deputy two times already, but we didn't choose her just because of experience. She is really eager and loves being involved with UC. She has worked with accounting firms before and is going into her fourth year as an accounting specialist in Rotman Commerce. We worked together last year with inventory reports for Diabolos and making income statements better. I definitely would recommend her but we can talk about her if we want.

MOTION CARRIES.

d. **Tisha Toushin Hasan & Sameer Rai as Athletic Deputies**

Abbey: We chose Sameer as he has a lot of experience. He was the athletics deputy last year and it will help a lot with next year. I chose Tisha, who is a good friend, on the record, but apart from that, Chim and Victoria tell you that I was as neutral as possible in the process. She will bring a lot of equity to it, she is an equity major. She was also a room head so she can execute plans, but all my applicants were great so it was hard to choose.

Sameer: I think that Sameer guy is shady.

MOTION CARRIES.

e. **Dalal Badawi & Kanwar Singh as Equity and Outreach Deputies**

Chimwenwe: We recommended Kanwar and Dalal. They were very involved for the past couple of years, was there when he ran for deputy last year. Still very involved with the commission throughout the year. He's been trying to get involved with the UC Lit for a while and has shown that he can work well in the commission. He won the equity commission award this year and was really committed, It's a good time to see what he can do. In addition, his vision for the commission was in line with mine because he focused on intersectionality and promotion and had good insight as to how to improve the commission through his involvement. Dalal really impressed me with her interview. She can approach it as a person with lived experiences. She experienced firsthand some of the issues we'd like to tackle so her experience for this upcoming year would make her fit for the position.

MOTION CARRIES.

f. **Albert Hoang as Literary and Creative Arts Deputy**

Ryan: Full disclosure that only one person applied to be my deputy. I tried to keep that out of my head when I interviewed Albert. He is very passionate, and I wouldn't be comfortable executing things unless he was there to realize them.

Ramsey: Great guy.

MOTION CARRIES.

g. **Paul Schweizer as Off-Campus (UCOC) Deputy**

Abby: I recommended Paul for UCOC deputy. My summer is going to be very busy because of orientation and we need to focus on MyDef for commuters. I felt that I needed a deputy with event planning experience that could support me in planning and executing MyDef. Paul had the right qualifications to do that and that was the main reason for recommending Paul for this position.

MOTION CARRIES.

Abby: Here are your keys to the CSC, WOO!

Paul: I will never give these up.

h. **Kirsten McAuliffe as Services Deputy**

Victoria: I chose Kirstin based on the fact that her interview was amazing, but all were amazing, so it was a really hard decision. But it came down to the fact that she was a room head helper for the past two years and I know what she's capable of. I put Fireball on too high of a pedestal and I need someone to support my craziness and not look at me like I'm an alien so I chose Kirstin.

MOTION CARRIES.

i. **Tua Hytönen as Social Deputy**

Francesca: For all the events, she is very involved with planning and is also part of the Rotman dragon boat team, Liquid Assets, so she's very qualified in other aspects like marketing, finance, etc. As much as the other candidates were amazing, I was most comfortable with Tua because she also works with CBS, Campus Beverage Services, so I think it would be good for the Lit since they're already part of that. A big part of the social commission is that you have to contact clubs and pubs and Tua would have that experience as well.

Michelle: I know from Orientation hiring that she lives in Finland, so it might be a problem. Is it going to be a lot of work for her in the summer?

Ramsey: Based on the past year or two, it's not much work during the summer, might be on a background planning basis.

Mira: Can we ask why someone wasn't chosen? Or what made Tua stand out?

Francesca: I had five amazing candidates but whether they had been on council, Tua was the least closest to me but stood out most in her interview. Even though age doesn't matter, she's the one most experienced with club nights and pub nights.

j. **Mahreen Khan & Delrina Nguyen as Spirit and Communications (SCC) Deputies**

Sylvia: So we have one spirit and one communications deputy, but we didn't make a distinction in the applications so there were applicants for two positions. Mahreen is more interested in the spirit side, while Delrina is more interested in the communications aspect. They have experience that speak to these sides of the commission and have clear plans as to how it will grow that aligned with my own commission. They are incredibly passionate for the roles and I'm glad that my bases will be covered on both of them.

MOTION CARRIES.

k. **Mahzeb Ashraf as University and Academic Affairs (UAA) Deputy**

Aidan: I had five amazing applicants, that all displayed experience, eagerness, general volunteerism within the commission itself and I really wish that all of them will continue to play a role in the UAA Commission. Out of all the applications, we chose Mahzeb and I can't speak more highly of her. Really dedicated. Helped plan the exam destressor last Thursday. Studious. Knows exactly sort of what students face in terms of academic and administrative hurdles and how we can go about them and challenge them as well. In addition, she was on college council as well as a frosh leader, very experienced, very nice mentor and nice person. She is the best choice to continue work that UAA has been doing over the past year. She's also a life science student and I'm a social science student so we can bring those two perspectives on alumni events.

MOTION CARRIES.

Be it further resolved that speaking rights be extended to all deputies for the remainder of the 2016-2017 term.

MOTION CARRIES.

9. **BIRT Ramsey Andary, Daman Singh and Snow Mei be ratified as signing authorities for the 2016-2017 term (Daman/Ryan)**

Daman: Core exec needs permission to sign cheques and we don't have permission until council gives it to us. I promise I won't steal \$2000 like that one VP.

MOTION CARRIES.

10. **BIRT Felipe Vicencio-Heap be ratified to the Alumni of Influence Selection Committee (Daman/Aidan)**

Ramsey: The Alumni of Influence Selection Committee was created a year ago by request of Eric Schwenger and Matthew Mohan the year before. It's good that a student sits on the committee for award winners. They choose alumni based on their contributions past university life.

Daman: There are 55 nominations and three meetings during the summer and different things that happen during all those meetings. Ideally, just remember May 12th, 18th and 31st. Ramsey will open up nominations.

Aidan: I would like to speak and say that this is a good way to get immersed with UC administration, so I would recommend that you put yourselves out there.

Nominations: Felipe

Felipe: I'm going out on a limb here and trust Aidan with this nomination, as I'd like to have an opportunity to find out what this is about.

Paul: Love it, going in blind.

MOTION CARRIES.

11. **BIRT Ramsey Andary and Daman Singh be ratified to the University College Council Executive Committee (Daman/Francesca)**

Daman: No blank line because president has to be on it and traditionally, the VP is on it. Apologies, this is just a formality.

Felipe: What is the University College Council Executive Committee?

Ramsey: The heads of every administrative body meet one week before council meetings for what their end has done recently and help to prepare an agenda for next meeting. There's a monthly meeting with faculty

and admin and students, which form our council, and other parts of council. So we'll have a rep from the registrar, Dean of Students, Principal Ainslie, a couple of professors on that as well and Head of UC Advancement, Chief Administrator and the President and VP from the Lit side.

Snow: Is it limited to only two people?

Ramsey: Yes, unfortunately.

Francesca: I trust you guys.

MOTION CARRIES.

12. **BIRT Ramsey Andary and Aidan Swirsky be ratified to the University College Council Appointment Committee (Daman/Ryan)**

Daman: If you read the council bylaws, it just says two undergraduate student members. But because of the nature of the committee, the function is to make recommendations on potential membership of teaching staff, academic appointments and graduate students. The appointments committee is in charge of appointing teaching staff, academic appointees to the council itself. Bylaws say any two, but they prefers to have the president of the lit and one other member, so we're just operating based on how they want us to operate.

Aidan: Did they give dates for meetings?

Daman: No, it's not something that was in UC bylaws so we don't have dates for meetings.

Nominations: Aidan Swirsky

Aidan: Thank you for the nomination. Hopefully as UAA Commissioner and as someone enrolled in a UC program who knows a lot of the staff because of it, I hope I can contribute to college council, be procedurally minded, and stay committed to the council.

MOTION CARRIES.

13. **Election of Scholarship Committee (Daman/Aidan)**

Daman: At the end of the term, there is a team put together from student life and UC admin that select people for a bunch of different scholarships that UC gives out. If you think that you will be applying for one of these scholarships, it's best not to nominate yourself now as you cannot sit on the committee that chooses one and also be a voting member.

Kelly: Are there any physical meetings for this one that are known for this point?

Scott: Last people that were selected haven't even gone through this process yet, and they're coming together at the end of this month, so the time that you'll probably need is the near the end of the second term for next year.

Daman: So you'll be picking next April if you are on this committee.

Scott: This usually involves two meetings and you read through 80 applications. You sometimes read applications individually and then come together as an application and talk about how to distribute these awards.

Albert: This also includes UC leadership awards?

Ramsey: Yes, it does.

Motion to table to the next meeting (Ramsey/Abby)

MOTION TO TABLE THE MOTION CARRIES.

14. **Recess to Discuss Commissions**

Daman: I think we are going to push this back and get through the rest of the agenda. For now, I'm going to withdraw the motion and get through the other stuff.

Motion to withdraw the motion (Daman/Ramsey)

MOTION TO WITHDRAW THE MOTION CARRIES.

15. **BIRT Ramsey Andary, Abbey Kachmar and Michelle Beyn be ratified onto hiring committee for the 2016-2017 term (Daman/Snow)**

Be it further resolved that Scott Clarke be given ex-officio, non-voting status on the hiring committee for the 2016-2017 term.

Daman: They hire the staff positions of the Lit, so they would be doing from the start of this year to the end of the term. This includes orientation coordinators, speakers and secretaries for next year, CRO, Diabolos manager and then Follies positions as well. Gives you a good leadership perspective of the lit and strong say in going through the interviews. While it is important, it also has a lot of responsibilities.

Snow: They're also in charge of hiring the photographer and webmaster. These is pertinent right now in the immediate future. It's very time consuming but very important. If anyone wants to get involved in that capacity, please do, because it is a very important one.

Scott: It's also a really unique experience to say that you sat on a hiring committee. It looks good on a resume which could benefit you in the future, and you can get involved in a new way and perform different things on council, so I would consider doing that if you have the time and interest.

Nominations: Sylvia, Michelle, Victoria, Abbey, Kelly, Mira

Sylvia: I've been on both sides of interview process in terms of deputy hiring, and I'm confident in staying as impartial as possible. I've worked closely with the photographer and webmaster, so I know what we're

looking for in terms of responsibilities, and I understand how important they are in terms of their function for the council.

Michelle: I've done some hiring before for orientation with leaders and head leaders, volunteering in hospitals helped out with hiring in that situation. Making sure you understand applicant on a personal level and not just their resume, how they can grow with the position they are given and consider their job within their qualifications. I understand that important stuff and really want to do it.

Victoria: I've done hiring before and recently did deputy interviews and because I don't know exactly what other people would be involved in that, would try to be as impartial as possible to those who deserve these positions.

Abbey: One of my major is in employee relations so I have a lot of theoretical knowledge, so I think it would be good for me to have this experience and put it to the test.

Kelly: I would likely not know my candidates so in my case I would pick based on qualifications and interview process rather than any other factors or information, so I would likely stay very impartial, very objective. I'm very excited to learn about what the position entails and to be involved is basically my goal here.

Mira: I think one of the most important things is that I've been involved in many other things other than UC like SLC, Diabolos and if you've ever spoken to me about these things I always try to better these aspects and improve upon them, so I think that is something I can bring to hiring. I'll be looking for people with a vision and commitment so I think those are important things I can bring to the table.

Aidan: How would you ensure fair and equitable hiring in this position?

Mira: I'm a big fan of blind hiring, so I think it should be done without looking at names. Qualifications are important, but in terms of how people do on paper and in interviews, I would try to balance these out. Maintaining that sense of impartialness, so just since that person wasn't great on paper, it doesn't mean you're not good in person.

Kelly: I'm in favour of checks and balances. I'm American, so that's a funny thing to say. I know commissions back from how my school worked is that one person in any position would write down what they liked and what they disliked and then their choices would go through a second person, so I would like to reinforce that.

Abbey: I would ensure standardizing interviews, having the same questions and having it be structured so it's not based on own bias.

Victoria: Pretty much everything that's been said, would rather have blind hiring like Mira said. This is really hard but what all you said. Structure is very key and making sure that questions keep going throughout for each person.

Michelle: The main thing about UC is that it is close knit community so we're friends with a lot of people that are applying. So if you know someone is applying, don't have a hidden bias. Go through their pros and cons

and then write them down and speak based only on the application I have seen, mention red flags and speak specifically on the application. I would step back as I would more likely say positive things about them even if I don't knowingly do that. So step back, let everyone speak first and then see anything that stands out.

Sylvia: Making sure they go off of qualifications of candidate and making sure those best serve the Lit. I know that even in the Deputy process, the way you phrased a question, intonation or words you use may change how a candidate responds to things, so minute details like this need to be observed to make sure nothing shifts the playing field in somebody else's favour.

Albert: To what extent would you consider someone's non-professional beliefs on the committee and why?

Sylvia: Unless it directly impacts their performance, I think it's irrelevant. Political or religious beliefs, as long as it doesn't impact their job, I don't care what they align with so as long as they do their job as the photographer.

Michelle: Be inclusive, even when you're in a position, there are still things that you say in the background with your friends. If it's something else they think they can conceal or keep to themselves then that has to be considered and whether they can maintain an inclusive space for UC.

Victoria: Their personal values are not necessarily how they carry themselves as professionals, as long as they can ensure that while they're doing their job, they are impartial to everything and strive for UC values of equity and inclusivity. So I don't think what they believe in is necessarily bad.

Abbey: In Ontario, we are not allowed to discriminate based on age, class, race, gender, ethnicity, sexual orientation, so that has to be put into consideration. We have to create an inclusive space for everybody and ensure that we are doing our due diligence and doing our part to ensure all our staff are accommodated without undue hardship. So it's a factor but not something that should go into the hiring.

Kelly: To remove bias, I would not take into consideration anyone's personal beliefs. It's very irrelevant to their personal qualifications in the position especially since it is not about their qualifications, because if they were overt about it, it would be unprofessional in the first place. So that's how I stand.

Mira: Based on UC values of equity and inclusivity, hiring a photographer that is in the background and has views that I don't agree with, it wouldn't be right to sanction them on those views and again as long as someone isn't overt and as long as people's views don't affect their job so that people still feel safe interacting with them, I wouldn't have reservations about hiring the person. But I work on Diabolos, so that might be a conflict of interest.

Ramsey: Well we hired a manager for the upcoming year but as long as you're not rehiring as a barista for the year after.

MOTION CARRIES.

- BIRT Ramsey Andary, Snow Mei, Rutvi Karkare, Ryan Hume and Andrea Pollock be ratified to the Coffee Bar Board for the 2016-2017 term (Daman/Paul)**

Be it further resolved that Scott Clarke be given ex-officio, non-voting status on the Coffee Bar Board for the 2016-2017 term.

Daman: It's in charge of running Diabolos. I was not as involved this year so maybe Ramsey can expand more on what it does. Ramsey, Snow, and Finance deputy are on it, as well as Scott, since it's on our constitution. For a neutral voice, we put somebody from council on it as well.

Ramsey: Paul, would you like to add anything?

Paul: Nah, I'm pretty dope.

Ramsey: They meet monthly so that core exec and council can check in with details for Diabolos with suggestions and ways to improve, any issues they have, it is a good check in kind of thing. It provides a connection for the baristas and staff members of Diabolos as well, so their job is to provide perspective.

Nominations: Chimwemwe (withdrawn), Mira, Albert (withdrawn), Ryan

Chimwemwe: I'd like to be on this board. I work as a barista myself, not at Diabolos, but I know a lot of the issues they would be facing, so I could answer questions from my barista experience and my involvement as UC so I can contribute a lot.

Mira: I am a barista at Diabolos, I see a lot of things that go on that need to be addressed, I know how everything works and how we do everything. This means so much to me since I'll go in on shifts that aren't even mine, so it is truly my pride and joy.

Albert: I frequent Diabolos and have perspective from talking to people about Diabolos, so I would be a good asset to the board for the student body.

Ryan: I really like Diabolos, I probably go in for coffee more than once every day. Saying that though, I identified several issues that I would like to hopefully see fixed if I am elected, specifically types of things they serve and Diabolos relationship with the way they help us in events with giving out coffee, sometimes there's issues there. Very involved with UC Gargoyle, which used to have more active role in running Diabolos, and they have very strong and specific opinions with how Diabolos should be but they're a group that doesn't always get their opinions heard on council and I think it would be good for me to be on the board.

Chim: I'd like to rescind my nomination.

Ramsey: There's the possibility that coffee bar board might need to work on setting up a new coffee shop for UC 376. How do you think you can support the coffee bar board in finding the resources and information to pen up a successful coffee shop in UC 376 if we go about that?

Ryan: This is something I took a lot of interest in in the revitalization program, and I don't think it will be that successful since Diabolos is a lot of work. I'm not completely writing it off but it would require a lot of

collaboration and opinions from different groups at UC. Outreach not only JCR, rez, but Gargoyle, Follies, which are still part of the UC community but not part of the UC spaces. So yeah communication and outreach.

Albert: A huge amount of research needs to be put into it in order to make it a household name as Diabolos. I was informed in summer start-ups and hubs in Toronto businesses, coffee shops and cafes in Toronto. I marketed them with our conference itself. In order to do it, it would take a lot of research and collaboration with even Rotman students in order to make sure this can go through.

Mira: I do work at Diabolos, I interact with customers every single shift, I know what they like and don't like, I see them all the time, a lot of people from the Gargoyle come and talk to me and price points being relatively high so I think I can firmly say that I have ideas as to how I can make that coffee bar a bigger success than even Diabolos since I've identified a lot of things that, through resolution, can make Diabolos a lot stronger. I am more than prepared to take it on with a malleable point of view.

Sameer: I know the position is just a position on the board so it is more communication wise, but concerning Diabolos, if you did have all the power to change whatever you wanted, what are the first two things that you would change?

Mira: One of the first of many is internally, we have very little communication between us, I am the only one, as well as Andrea, that has all the baristas' phone numbers. So increase communication with us, for example none of us know where the receipt paper is. We also need a targeted place where we can address our concerns. None of the baristas aside of myself don't know where to take their concerns, so just improving that general sense of communication that is the first thing I would have to change.

Albert: I would change the variety and quantity of merchandise or food and drinks being sold. I found that a lot of people who either love or hate the coffee or the food they like is gone within the first 30 minutes, so more steps taken to make sure it doesn't run out that fast during the day, wide range of different kinds of coffee that they offer for the students in the shop.

Ryan: Diabolos has a reputation of being gentrified, which is unfortunate since it was necessary to clean up the places so people didn't get sick, but it has that rep of not being that cool. So shifting what Diabolos sells, for example, they sell artisanal soaps, and I don't trust the coffee store to give me my personal hygiene equipment. Furthermore, in terms of social media, Diabolos isn't that fun. Like, take a picture on Instagram of this card, but I don't see them being utilized, so increasing social media outreach is very important. Second, when Diabolos is catering, it goes back to my personal experience but I found that for one event I was running for UAA and the Gargoyle, Diabolos wasn't there, so increasing accountability and consistency.

Albert withdraws his nomination.

Abbey: Is Mira being a barista a conflict of interest?

Ramsey: I looked at that too and there's nothing in the constitution, so it doesn't seem to be an issue.

Abbey: But realistically.

Daman: I'm going to say no. For it to be a conflict of interest, her role in the position would have to give her monetary gains that she wouldn't have gotten otherwise, so there's nothing on the coffee bar board that would make Mira more money, but the large discussions won't weigh into what Mira would make.

Scott: is she planning on being a barista next year as well? We'll talk about other staff members and give direction to Andrea, and give Andrea direction of how Diabolos should be run so it is directing her boss in some way. As council members, you are all technically her boss, but you wouldn't be directing her work as directly.

Sameer: She defends Diabolos very strongly but I think some of that would be used to defend Diabolos when it might not need defending and might need fixing.

MOTION CARRIES.

17. **BIRT Ramsey Andary, Daman Singh, Chimwemwe Omar Alao, Sylvia Urbanik, Felipe Vicencio-Heap, Sameer Rai, Aidan Swirsky and Kelly Curran be ratified to the Constitutional Review Committee for the 2016-2017 term (Daman/Felipe)**

Be it further resolved that Scott Clarke be given ex-officio, non-voting status on the Constitutional Review Committee for the 2016-2017 term.

Daman: Actually, we need at least three so don't be put off if already three people are nominated. Con review is in charge of keeping our policies up to date and reflective of the needs and wants of UC students and the council. Constitution outlines the rules that we have to follow and the way we go about the Lit's business, but sometimes the policies are not reflective of how UC students want us to be running the council. So in these situations, con review will meet and then forward recommendations to the council as a whole.

Scott: While you can have lots of people on the committee, for efficiency's sake, having less members is better. If there's a particular change you want to happen, you can make that happen without being on con review. Once all the changes are recommended, you have to come back to whole council, so you will have a say on that. Basic task is to understand the dozens of page of Constitution and policy, how they play out on day to day basis in council and whether changes would make it better or worse. If this is exciting to you, then you should be on this committee.

Daman: Quorum is two-thirds, so make sure you're there. So if you're joining, make sure you're able to show up, otherwise we can't have it. We had a total of nine hour meetings sometimes, it went to two five-hour meetings over two days, but it's very fun if you're into this stuff.

MOTION CARRIES.

18. **BIRT Daman Singh, Snow Mei, Chimwemwe Omar Alao, Felipe Vicencio-Heap and Abbey Kachmar be ratified to the Elections Appeals Committee (Daman/Catherine)**

Ramsey: This is during elections, where if one of the candidates felt that they got demerit points that were unjust or they submitted an email to give someone else demerit points or if they had any concerns about the

process, this is the grievances board that looks at that and appeals their request. This is typically formed of graduating members and those that know that they're not going to run for the lit this year.

MOTION CARRIES.

19. **BIRT Ramsey Andary, Aidan Swirsky and Sylvia Urbanik be ratified to the Elections Committee (Daman/Michelle)**

Michelle: Is this mostly for graduating students? You can't run if you're on the elections committee, right?

Ramsey: Yeah, just to be clear, they oversee first year reps, hopefully no by-elections, core exec and exec elections and then reps. You can withdraw between those.

Mira: Could I get a clarification between this and the elections appeals committee?

Ramsey: We just went over that, I'd appreciate if you paid attention.

Mira: Sorry, I just face-swapped with a window. But I think I caught that part so it's all good.

MOTION CARRIES.

20. **BIRT Daman Singh, Eric Schwenger and Felipe Vicencio-Heap be ratified onto the Judiciary for the 2016-2017 term (Daman/Aidan)**

Daman: Judiciary is made up of VP, the chair and a council member to resolve disputes about constitution during the year or during meetings. For example, if the chair rules that you're not allowed to vote on a meeting if you're attending over skype and the chair is making a ruling about it, if somebody on council thinks that it should be cleared out, judiciary will meet, hash out what they think the constitution actually says and then give the recommendation to council and then they can either accept it or not. Judiciary is good if you're into policy and constitution and understanding how these things intersect with actual meetings and it's interesting if you're into the same things that con review is into, but it doesn't give you the avenue to change it.

Aidan: The Judiciary met many times last year, wink-wink nudge-nudge, so I would definitely recommend it to anyone who is interested in learning more about the Constitution and policies of the Lit.

Scott: Not all council members will know everything about the Constitution but it would be good if someone really did know. Is it two-thirds or 50% vote, so it would be beneficial if you wanted that knowledge of the Constitution and Policies.

MOTION CARRIES.

21. **BIRT the core executive be tasked to create a search committee of council members to select two society members for appointment to the creative writing committee (Daman/Ryan)**

Daman: We're not electing people right now, because it's also open to general society members. The issue is, we need somebody ASAP, but there wasn't enough time to open this up to general society members. This motion gives core exec permission to have the authority to have the final decision. Probably going to be Ryan and his deputy.

Ramsey: If you wanted to submit anything, you may submit this to the writing centre, they have this competition that occurs every year. They have this committee that reads through all of them and then selects written things. There are three meetings or so in June.

Daman: There's a writing competition that admin runs and there are prizes for that. The creative writing committee decides the size of prizes. Normally includes general society members rather than just keeping it to ourselves.

Ramsey: If we vote for this yes, you can apply for this.

MOTION CARRIES.

22. **BIRT Ramsey Andary, Daman Singh and Snow Mei be ratified as the UTSU Board of Directors delegate(s) for the 2016-2017 term (Daman/Mira)**

Daman: We already have Mira, Ryan and Chim as directors, but the UC Lit is a sister union to UTSU. So while they're separate corporations that operate individually, UTSU recognizes our existence, also gets speaking rights to speak at meetings. Traditionally, it is the president of every society, normally sends their president, but Ramsey was opening it up and let Snow and I also take it when we're not there so as long as we have a representative from core exec at these meetings.

MOTION CARRIES.

23. **BIRT the following council members be ratified to summer council for the 2016-2017 term: Ramsey Andary, Daman Singh, Snow Mei, Francesca Campos, Abbey Kachmar, Victoria Kourtis, Sylvia Urbanik, Felipe Vicencio-Heap, Sameer Rai, Sara Mandia, Paul Schweitzer, Catherine Zhou, Aidan Swirsky, Albert Hoang, Abby Godden, Mira El Hussein, Ryan Hume and Michelle Beyn (Daman/Mira)**

Ramsey: If you know you're not going to be around for sure, you don't have to be on summer council. You're being held accountable to attend all of them. So if you sign up, there's no reason that you're not in the meeting.

Daman: Basically we have council meetings during the summer. You can still Skype into the meetings but we make an active effort to accommodate people during the summer. If you're in the area during the summer, you are elected to attend this stuff so this is actually pretty serious. If you put your name down, you are expected to be around for all of them unless you're physically unable to be there.

Catherine: I will probably be here for the summer but I might leave for a month.

Ramsey: You can still be here and leave for a month, obviously with excuse, but that's the constitution way of saying it.

MOTION CARRIES.

24. **BIRT “Francesca’s “If you have any questions about equity, you can talk to me, followed by Chim’s shade” and “Mira, when told to pay attention during the meeting, said, “Sorry, I just face-swapped with a window.”” be adopted as the Quote(s) of the Meeting (Daman/Sameer)**

MOTION CARRIES.

25. **Other Business**

Daman: You should all be getting Lit emails. You haven't gotten them yet so I'll have them transition as soon as I can. Shouldn't need them for at least a week. We're going to see if we will get you names like albert@uclit.ca or like midyearrep1, etc. Thank you everyone, especially those that were here since 11.

Ramsey: Everyone will also get their own mailboxes, added in May. Keeping your calendar, last Sunday in May is a summer meeting. There will be workshops sometime in May, other workshops and team-building things in the summer as well. Last thing, we're likely going to have a summer council retreat. Last year it was in July, that is something to keep in mind as well.

Daman: I will open suggestions to the group as well. Options are camping, Wasaga and other stuff. Camping won out. I will try and take realistic suggestions and do the best that I can with it rather than just run my own stuff.

26. **Adjournment (Daman/Paul)**

The meeting is adjourned at 6:56 PM.

Reports

President:

I would like to extend an enormous welcome to the new UC Lit Dream Team!!

One of my main goals this year, as I know is yours as well, is to improve the student engagement around our community. This is both in terms of a broader reach in engagement and in terms of giving the opportunity to grow the potential leadership abilities in our students. I'm looking forward to working with every single one of you to do reach that goal as well as goals we set together as a team.

I know that every single one of you ran for your positions because of your love for UC and your ability and dedication to give back to this community. Please always remember that Daman, Snow, and I are always all ears for every one of your ideas, concerns and personal things (as friends haha)!!!

A little bit about me: I am going into my fourth year studying Finance & Economics at Rotman Commerce, I play sports of all kinds (especially soccer and volleyball), play guitar whenever I got time. I was the UCOC deputy/a mid-year rep a year ago and VP this past year so I've got lots of cool fun facts and tips for ya if you'd ever like to hear em!

I'm really excited to be working with everyone this year and have lots of fun! I hope you are as pumped as I am for our family adventure! :D

Vice-President:

Hi friends!

I want to start by saying congratulations to everyone, I'm extremely extremely excited to be working with such an amazing council next year. For those that don't know me, I'm Daman, I'm just finishing my second year at this university studying Political Science and Bioethics and I'm your Vice-President for the year! I spent the last year as the University College director on the UTSU.

There is a lot I want to do this year but I don't want to start listing off my platform from the election so I'll keep it short. I want to make the Lit more accessible to the membership and bring students to the forefront of every decision that we make as a council.

As Ramsey as already said, myself as well as Snow and Ramsey are ALWAYS available to talk if you want to discuss any concerns, ideas or really anything so don't hesitate to contact us!

Finance:

Hey 2016-2017 council! I'm Snow and I'm the incoming (and outgoing) Finance Commissioner! Hooray for the super smooth transition. A little about me: I'm going into my 4th year at U of T (but actually my 3rd year classes because of PEY the past year) specializing in accounting in Rotman Commerce. I love to travel, watch Netflix, and meet new people.

I'm really excited to try to develop the finance commission more this year and to improve the systems even more! I've definitely learned a lot from my experiences on council for the past three years.

May will be a busy month of budgeting for execs. A tutorial will be held on how to budget, the Expensify tool, and receipt up-keeping. I'm here to support you in any way I can. If there's ever any questions please don't hesitate to message me. I hope we can build strong bonds and help one another commission to commission. :) Here's to a new beginning!

Athletics:

Disclaimer: I am naturally sort of socially awkward in new situations, and I've never written one of these fancy reports before so bear with me, please.

I'm very excited to be the athletics commissioner for next year. I've never been on the Lit, so I am super excited about next year and all the great things I'm sure this council will do (Have I mentioned I'm excited? No? Ok, well, I'm excited).

Some things I've had the pleasure of doing around UC in my three years here are: Frosh Leader, being on the women's soccer team as well as captaining for it, and room head for Fireball! All of which are probably my most cherished things I've done at UofT thus far. (Thanks UC).

I have many ideas for next year, but I will keep this short and sweet. I would like to run more events, things such as bubble soccer, skyzone, viewing parties and maybe even a beach day in the summer. I also want to ensure more organization for intramural sign ups, make sure captains have all the right tools to successfully captain their teams, and to do my best to help captains do their best so that every athlete feels that they are part of a team that cares about them and their athletic and personal success. I also really want to communicate effectively everything sports related that UofT as a whole has to offer (such as drop-in programs) to the UC community.

SO yeah, apart from that, I'm looking forward to getting to know you all better, for you guys to get to know me better, and can't wait to do my part in making next year amazing. (Much excite).

Equity and Outreach:

Hey Lit Fam!!!!

I'm incredibly excited to be working with you all next year! For those who don't know me, I'm a third year student studying political science and history. I have past experience with the Lit, being one of the mid-year reps last year.

I'm really excited to be Equity and Outreach commissioner this year and I have some big plans for the upcoming term. In addition to increased intersectionality, I want to really focus on making the Lit and UC equitable with tangible events that promote inclusivity. Meaning be on the look out, cause I may be in contact with a bunch of you not only to ensure that the events run are in line with UC's values, but also for potential collaborations!!!

Its gonna be a great year and I can't wait to spend with you guys

Literary and Creative Arts:

Hey folks!

LCA had their last coffeehouse of the year on March 31st. As a change of pace, we did this event in collaboration with New College and moved from the JCR to the bar The Boat in Kensington. Despite a mean sound guy and the bar smelling like chlorine- the coffeehouse was a great success!

The UC Review had their showcase on April 5th, it was an amazing launch party and the 2015-2016 issue looks really good. The Gargoyle also had their year-end event in partnership with The Spectatorial sci-fi journal on the 7th. It had a good turnout of folks who don't usually show up to UC Lit events.

Also, Colin, the don at Whitney, hosted their own residence coffeehouse. Shoutout to them for showing initiative.

As your incoming LCA master I want to focus on moving our events, whenever possible, to more accessible locations around UC. I hope other commission will try to as well in order to promote the other, better, spaces, we have around our college. Stay awesome!

Off-Campus:

Hi eggs,

I'm Abby and I'm the incoming off campus commissioner, I'm really excited to work with all of you this year but I'll save most of my comments for my verbal report. I'm also one of the two co-chairs for Orientation this year.

Bye eggs

Services:

Hi friends!!

I am so excited for this coming year and really excited to work with all of you because you're obviously the best. I know this year will be a little difficult considering all the changes that are happening in the building but I am so incredibly over the moon to take on all those challenges! My goal for this year is, obviously make sure that it is nothing less of last year or years past, so alongside my deputy, I want to make sure that even though there are renovations it will run as smoothly as possible!

I have been a room head for the past two years and honestly getting covered in paint and sometimes glitter was a such a highlight of my university experience.

So, to end off on a great note, as Kerrie once said: "Team work makes the dream work"(obviously Kerrie makes in it to my first Report... duhh)

Social:

HEY COUNCIL! First off, congratulations to each one of you for all your hard work this elections season and I can't wait to work with you all. For those who don't know me, my name is Francesca and I'm going to be in my third year this September. I was a first year representative last year so I'm happy to be back with more experience now to fulfill my position as an exec. I can't wait to host UC's traditional pub crawls and club nights as well as add new events to this commission (escape rooms? Mystery games?). I'm open to your ideas or suggestions on how to revitalize this commission again so feel free to talk to me after. Other than that, I'm looking forward to working with you all and hopefully get closer as well. Spreading that Lit love <3

Spirit and Communications:

Hello council! Congratulations to all of you for getting elected! I'm excited to work with everyone throughout the coming year. My goals as SCC are mainly to expand and improve on the work that I've done this year. That includes more spiritwear, new events, and finding new ways to engage the membership of our college, by making sure information and events are promoted in the most accessible ways possible. Looking forward to what I know will be an incredible year with you all!

University and Academic Affairs:

Hey everyone! I'm grateful that the UC community has elected me to be UAA, and I'm really excited to continue with the Lit for another year! I'll delve into all this more at the meeting because I'm shit and submitting this late, but essentially I hope that with the awesome community spirit that was exhibited with the preparation of the exam destressor, we can get UC more directly involved in more movements around campus that affect students and represent their lived experiences; represent students in innovative ways to admin and College Council, and vice versa; and get students to know each other better in an academic setting, both from community building and mentorship!

Met'agona stephanos

Orientation:

Hi Council! The last couple of weeks have been pretty hectic for Orientation, so we have a few updates for you all.

Hiring - We have completed hiring our leaders, head leaders, and event marshals. We decided, alongside the Orientation Board, to hire all of the leader applicants. We ended up having the right number of leaders (approximately 18 per house) after applicants dropping out etc. We have set up meetings with applicants whom we felt we needed to go over their application/interview, and those will be taking place within the next week. The head leader carousels went well, the candidates were very enthusiastic and it was great to see such passion for Orientation coming from our applicants. We are confident that our leader team this year will represent UC and our community excellently, and we are excited to have such a dedicated and passionate group of students working with us. Co-Chairs <3 leaders

Theme - we announced our theme! It will be.... SPACE! We are unbelievably excited for our theme, and don't worry it will still low key be eggs(?)

Town Hall - our town hall took place on Friday April 8th. We discussed changes we will be making this year, opened the floor up for questions and comments, and announced our theme. We had a fairly good turnout, and got the opportunity to shoot some good footage to use in promo videos throughout the summer. Leaders had the opportunity to pay their leader fees, which was \$30 for the town hall and has subsequently been increased to \$35. For event marshals, the fee was \$10 and is now \$15. The fee covers their shirt, wristband, lanyard, and food for the week.

Pub Night - we had an Orientation Pub Night on Friday (April 8th, after town hall). It hasn't happened as of me writing this report, but I'm fairly certain it went well. At least, I really hope it goes well. If it doesn't then you probably all already know that. I don't know what tense I should be writing in here. I need sleep.

Other stuff:

We will be meeting soon with Josh Hass, the central student life coordinator, and will be meeting all of the U of T OCs within the upcoming weeks.

Our sponsorship team are starting now, we are hoping to be able to get companies invested in Orientation before their budgets are finalised at the end of April (gettin that \$\$\$\$\$).

One of our Executive members has decided to step down from the team for personal reasons - Julia and I will be discussing whether we will consider opening applications to replace her on the team, or moving around executive responsibilities to maintain a balance on the team.

We have reserved Hart House Farm for the weekend of May 21st-22nd for our Executive Retreat. We will be having fun bonding times, and doing lots of team building activities. So excitingggg

The next major things for us will be in May when we dive into planning. We'll be finalising our logo/orientation name, getting the website ready for registration launch at the beginning of June, getting signing authority on the Orientation account (\$\$\$\$\$\$\$\$), having our retreat, releasing a promo video, and attending trainings ran by central SLC. Things will start getting REAL.