

###### Council Minutes

Thursday, September 13, 2018

6:00pm, Dunning Hall 27

Speaker: Andrew Farley

Secretary: Natalie Arpin



*Council begins, 6 pm.*

# I. ATTENDANCE

# II. ADOPTION OF THE AGENDA

##### Motion 1

Whereas: It’s the first meeting of the year!

& whereas: There are many things we need to discuss;

BE IT RESOLVED THAT:

Council approve the agenda of the Council meeting of Thursday, September 13th, as seen on the Engineering Society website.

Moved by: Isabela “Summer happened so fast” Dominguez

Seconded by: Andrew “Tell me more” Farley

**Motion passes, 6:09 pm**

# III. Adoption of the Minutes

##### Motion 2

Whereas: A long time ago some things happened at council;

& whereas: we need to approve them;

BE IT RESOLVED THAT:

Council approve the minutes of the Council meeting of Thursday April 5th, 2018, as seen on the Engineering Society website.

Moved by: Isabela “A long time ago” Dominguez

Seconded by: Natalie “In a galaxy far, far away?” Arpin

**Motion passes, 6:09 pm**

# V. Speaker’s Business

Andrew Farley: Welcome to the first council of the year. I am new to this and don’t have a paper copy so I might be a bit rusty at the start. I would like to acknowledge that Queen’s sits on traditional Haudenosaunee and Anishinaabe Territory. I would like to pass it to Jamil.

# VII. Speakers motion

Jamil Pirani: Over the summer we lost a fellow speaker, a member of council, a dear friend and so much more. Ryan Cattrysse embodied the values that we here try to emulate so I would like to ask everyone to rise for a moment of silence.

# VIII. New Business: Motion 3

##### MOTION 3

Whereas: Ryan Cattrysse passed away this June;

& whereas: He is a recent member of the Order of the Purple Knight;

& whereas: We would like to honor his legacy with an award;

BE IT RESOLVED THAT:

Council approve the changes to By-Law section 17 as seen in APPENDIX AWARD.

Moved by: Emily “A purple award” Varga

Seconded by: Julianna “For a Purple Knight” Jeans

Emily Varga: Ryan was one of my best friends and someone I’ve known since high school. I had the chance to know Ryan in many different capacities such as being a friendly face, a leader, a core committee member and a best friend and through and through, Ryan was one for the most amazing, dedicated and involved people I have ever known. If you were lucky enough to know Ryan, you know just how involved he was and just how incredible of a friend and caring friendly face he was to everyone. This award was created to honor Ryan and recognize fellow students that go as above and beyond for their peers and the engineering student as Ryan did.

**Motion Passes 6:13 pm**

# IV. BREAK

*Council breaks, 6:14 pm*

*Council resumes, \_\_\_\_\_\_\_\_\_*

# VIII. New Business: Motion 4

##### Motion 4

Whereas: Cannabis is becoming legal on October 17th;

& Whereas: We should update our substance policies to reflect that;

BE IT RESOLVED THAT:

Council approve the changes to policy section Epsilon as seen in Appendix SMOKE

Be it further resolved that: Council approve the first reading of the By Law changes seen in

Appendix TOKE.

Moved by: Jamil “We’d change” Pirani

Seconded by: Jordan “We’d updated” Pernari

**Motion Passes, 6:23 pm**

Jamil Pirani: Appendix SMOKE is our probationary policy. There were two sections that needed to be changed, one was the individual portion of it. We just added alcohol or cannabis. Same thing for the group 1, we just added alcohol or cannabis to there. Since alcohol or cannabis will not be controlled or illegal substances, we just wanted to have it in there that what are mind altering substances can’t be used during official EngSoc business. If we go on to Appendix TOKE, we are putting in the use of cannabis as there are many ways to use it beyond smoking. We also added in the intoxication from any of the above substances because as it stands, you can get high before council or be high during council and still not be breaking our policy. We have also added the use of cannabis so we wanted to remove the use of mind-altering substances during council

Behshid Behrouzi: I think we should include something about medical marijuana being okay.

Jamil Pirani: If we go back to appendix SMOKE, on of the key phrases we have in there is if intoxication is the goal. We wanted to word it so medical and prescribed uses were allowed. It is for when intoxication is the intended use.

##### Motion 5

Whereas: Creating hiring panels based on a gender binary is problematic;

& whereas: We should be focusing on position relevance anyway;

BE IT RESOLVED THAT:

Council approve the changes to policy section γ to remove the requirement of a male and a

female hiring panel member, as seen in APPENDIX “PANEL”.

Moved by: Emily “Is there more than 10 kinds of people?” Wiersma

Seconded by: Kodie “Yeah, we have to stop using binary” Becker

**Motion Passes 6:49 pm**

Emily Wiersma: So basically, this policy change will reflect the current policy’s that the AMS use as they do not have the requirement of a male and female on their hiring panels. As well it does subscribe to the gender binary which is something we try to be diverse and inclusive in. I know that most people in this room have positive space training and are aware of what I am talking about in that sense. We want to encourage diversity in the panel so that we bring more diverse hires into the Engineering Society but overall, we want the positions hiring those to be relevant to the position being hired so that they are invested in the hiring process.

Jamil Pirani: I think what makes our hiring process better than others on campus is we strive to provide experience to those who are applying in both the application process and interview process in a non-threating environment and that’s why we include the requirements for at least one male and one female so there is an immediately visible diversity that serves to alleviate some of the worries that the candidate may have when they are applying. It is important to specify that we are just talking about gender diversity to keep is as a direct change from our previous wording of one male and one female which has hopefully changed to a gender diverse panel. We should avoid having panels of people that are technically diverse but are not visibly diverse. This would increase the perceived threat that an applicant may have when interviewing for a position. I would like to propose an amendment to this policy to say that the hiring committee will make a reasonable effort to have gender diverse panel, specifying gender as the main avenue to diversity.

Emily Wiersma: I worded it this way is that I am trying to be open to all types of diversity, not just gender diversity, in this policy and I don’t think it is fair to limit our diversity in this sense in and in any of the actions we take as a society.

Alexander Clifford: I like how it is worded currently. If we are trying to provide a positive experience in the hiring process, you are not always going to get a panel that is all female or all male. Also, I do not understand what you meant between gender and sex. You said in a visible way but I don’t feel that is always the case. It’s a difficult path to start gender policing our hiring panels and have to have everyone on file gender wise. We should be heading towards a blind interview rather than meet a quota.

Jamil Pirani: I think by adding a gender or sex word in there. Not sure what is proper in this case. It prevents having a panel of for example, all white males that all come from different economic backgrounds or cultural backgrounds. It is important to have that visible nature to diversity

Carson Cook: It think that having policy of a reasonable effort to have a diverse panel covers situations where there would be a panel that is not diverse for improper reasons. I also think it is important to avoid panels that can’t speak to the hiring topic at hand just because of a policy to have a specific type of panel.

Jordan Pernari: I think if we are not going to specify what we mean in terms of diversity, I think we should remove make all reasonable efforts. I’m not confident when policy is wishy washy, people may not comply.

Ryan Kealey: Saying reasonable effort, someone can just be like I tried and nothing happens and this could perpetuate over time. Over time this could perpetuate the same people being involved in EngSoc. The only way to get more people involved is to have a fair, non-biased panel and by saying a reasonable effort, this could provide a cope out and I think it is an easy way out. The spirit is good but it gives a loophole to people.

Emily Wiersma: The reasonable effort is to reflect training we attended recently. Our efforts should be in a diverse process that allows for diversity in our hires rather than hiring for diversity. That is where the wording came from. We are trying to make the hiring process open to diversity so it should be easy to make a diverse panel. To talk about concern about the society being run by the same people, I would like to remind council we are looking at gender.

Carson Cook: Perhaps instead of reasonable effort, we could use best efforts. Legally, best efforts is a tighter definition.

Delany Benoit: In my experiences when you are trying to make a gender diverse panel, you end up having people who are the most experienced unable to interview.

Paige Maxwell: If the goal of this piece of policy is to encourage gender diversity without using binary language, yes perhaps that means the most qualified people will not be able to hire if we restrict and say that the panel must be gender diverse but as I understand it, the policy is to be used to ensure people do not feel like they are targeted for their gender when they walk into the room. In my opinion, this is more important than one of the more qualified people being on the panel because I am sure with a panel of three people, there is plenty of room for qualified people to get involved.

Jordan Pernari: Is the intent of the policy to remove binary language or to introduce greater support for gender diversity?

Emily Wiersma: The purpose of the policy change regardless is that male and female should not be used in this sense as those are terms relating to sex when it is fact a gender issue. Regardless, it is to make hiring more relevant as you have panels with people on them who are a diversity pick. They do not have qualifiers and are not invested in the interview process. They are there because of their gender. They are not qualified, invested nor do they care about hiring the best candidate for the job. That is hugely problematic. We have done a lot of work to get to the diversity we have today. I feel as though this policy is a hinderance to hiring at this point rather then a benefit.

Jamil Pirani: I think if we are talking about whether diversity reduces the qualifiers of those on the hiring panel, it is important to note that this policy will still say, people holding positions of relevance to the positions being hired. Adding in a qualifier to the diversity will keep the spirit of the old policy, change to use the proper wording and change it to be qualified.

Christina Bisol: An easy way would be to say have a diverse and qualified panel.

Alexander Clifford: Jamil said there is always the possibility for a diverse panel, but in my experience this is not always the case. I was on the OTIS hiring panel because I was a guy and there have been many others where I have been the only guy and I have tried to maintain relevance but I really have had no relevance to it. Not everyone presents a gender and someone who is gender queer or fluid may not feel represented or comfortable with this, simply by having to say they identify as male or female.

Carson Cook: I would like to reinforce that there are more types of diversity then gender diversity.

Vicky Bolitho: If we are specifically looking at gender, I know that most people don’t think that gender is a concern but if you are a first-year girl heading into a panel of three-year guys, you are going to feel intimidated, or at least I would personally. Coming at it from that point of view, the gender diversity is important. It there a way we could we get rid of the binary language and just say diverse genders as that includes gender queer and non-binary people as well as the standard gender binary.

Behshid Behrouzi: It is important to note we are preparing people for real world careers and interviews. I spoke to someone who when into an interview, was interviewed by an all-male panel and she said EngSoc not prepare her for that. If there is one thing we are supposed to do, it is to prepare people for real world situations.

Jordan Pernari: With respect to real world interviews, there are many companies that mandate having a visibility diverse panel. It is unfortunate that happened but it is also not always true that people don’t consider this in the real world. Additionally, I don’t think we have to prepare every person for every interview scenario. We are responsible for them developing skill that they could use in an interview. If we could do that in a constructive way by creating a comfortable and inviting environment, that is what we should be doing, rather than what might happen in the real world as there are problems with how things are done.

Emily Wiersma: My hesitation with gender diversity is that we are forcing people identify in order to be on a hiring panel. I know it can be a stressful situation as a first year to walk into a room of people identifying as men but to force our volunteers and employees to identify their gender for the sake of a hiring panel, even if we are not looking at the binary, is inherently problematic and does not reflect us supporting our volunteers and members of the society.

Kodie Becker: I was at the equity office today to present this motion to Heidi. She emulated this entirely and said this is the best wording we could use as we want to support all types of diversity and we do not want to have that limitation of forcing people to identify.

Jordan Pernari: With respect to not changing it to be a gender diverse panel, could we add guiding language to the policy?

Emily Wiersma: That would be a more training thing rather then a policy thing.

Primrose Chareka: In the spirit of what it was before with one male and one female, the spirit was to have a visibly diverse panel. You should state having a visibly diverse panel as you could have ethnically diverse panel that does not look diverse. This would hinder the spirit of this so I think is should state resoable efforts to have a visibly diverse panel.

Paige Maxwell: You do not what to force people to divulge their gender. Making a reasonable effort to have a gender diverse panel does not necessarily have to involve asking people their genders. As I understand, the goal of this policy is to increase the comfort level of people walking into the room that when people walk into a room, they will have a panel that will consider them unbiasedly.

Carson Cook: Well saying gender divers would technically not force this. If you are trying to build a panel that is visibly gender diverse, you will be labeling people.

Jamil Pirani: I really like Primrose’s idea of including the word visibly diverse in there so that we maintain the idea of reducing the threatening feel of a homogeneous panel. I want to amend it to say so that hiring committee will make a best effort to have a visibly diverse panel of member currently holding positions relevant to the position being hired. We are changing the wording to include best efforts instead of reasonable efforts and to include the word visibly.

Jordan Pernari seconds it

Alexander Clifford: I know I said this but many people present differently then they identify and while I think it is in good spirits. Something like this, that favors those who identify one way and if people were picked because of this, this would be unfortunate.

Carson Cook: The way that I see it, is that you put the best effort into having a visibly diverse panel with the caveat that it has to be relevant positions. So that every panel is relevant to the position and can speak to the position be hired.

##### Motion 6

Whereas: We are looking into digitizing our hiring process;

& whereas: We need the policy to do so;

BE IT RESOLVED THAT:

Council approve the addition of policy B.9 Hiring Notes Digitization to section γ, as seen in APPENDIX “DIGITIZATION”.

Moved by: Emily “Don’t be analog” Wiersma

Seconded by: Kodie “Be more digital” Becker

**Motion Passes**

Emily Wiersma:This was a summer project for us to reduce the paper we go through. This policy is so that we can use tablets in the hiring process and this is still moving into the test pilot stage.

Jordan Pernari: Question, is there any policy preventing us from using tablets during tablets currently? If there isn’t this should be piloted before we change policy as once it is in policy, it’s harder to change and is more binding.

Jamil Pirani: Just to add on, if this goes through and it is tested and found to be lacking we will not be able to change the policy in this sitting of council. The next time we could change it would be a full year from now. I am personally of the opinion that we should test the tablet system before it is in policy. Whether that be having two hiring panels use them and then report back on their use rather than voting on it now. With that, I would like to ask how this will this change, improve or maintain security specifically with regards to the secure storage of confidential information. As far as I understand now, the hiring sheets are securely destroyed after about one year. So how will we deal with the storage of confidential materials with this new system.

Andrew Farley: Is there an answer to President Pinari’s question?

Gillian Wu: I don’t see anything.

Emily Wiersma: Everything in policy relays on the physical hiring note layout and the physical filing of notes which would not apply to this situation at all which is why we wrote the policy. I guess it could be open to interpretation.

Carson Cook: The cardinal rule of IT is the more on the more virtual you get, the more secure you get. In terms of destroying notes, it is significantly easier to delate a file in OneDrive then shred them. It is also much more likely that someone carrying around notes for interview reviews loses a piece of paper and someone picks it up knowing the name or position so it increases the security of the hiring notes. The accepted ITS standard for destroying online documents is a simple delete and given that it is a cloud storage solution, Microsoft handles the security of the notes rather then Director of HR.

Behshid Behrouzi: If it is not in policy that we can use these, piloting this could put us at risk to be ERBed. Someone could say, it wasn’t in policy so why was I interviewed differently then everyone else. This puts everyone on the panel, the Director of HR and the piloting at risk.

Jamil Pirani: With security, I was talking about a deadline after which these files would no longer be kept by the Engineering Society so that someone down the road cannot go into the OneDrive and see these files.

Emily Wiersma: It would be a trust system to have the notes deleted after one-year pasts with the Director of HR. It is a trust system right now, when I was Director of HR, they put me in the Clark filing room and they say it is up to you to destroy these notes. I could make copies, I could take photos, really it is the exact same amount of trust we are currently putting in them.

Jordan Pernari: Another concern, the number of tablets, we currently run out of ruggers during hiring season, how will we not run out of these?

Carson Cook: The policy does not mean that physical notes can not be used when we run out of tablets.

Kayla Walker: If it is just a OneDrive, it does not just have to be on a tablet. Could it be accessed on personal laptops because it is sent to their emails.

Kodie Becker: The notes are kept of the tablets and are only removed by me. I put them into the OneDrive and then they can only be accessed by me. If anyone needs access to them, I can send them a link which expires after a certain date. Other than that, no one can access them expect me and VPSA. With the tablets as well, there will be no clicking as there would be on a laptop.

Jamil Pirani: I just want to ask how is security around our hiring currently done. When there is a panel discussing their notes and if they want to review their notes later, is there somewhere where reviewing has to be done after hiring?

Emily Wiersma: There is no special area in policy. In current policy, notes have to submitted 72 hours after hiring decisions are made. You may want to check me on that. After they are done, they are filed.

Carson Cook: What about signing them out for reviews? Do we just trust them to return them.

Emily Wiersma: We just trust them.

Jordan Pernari: It was mentioned that the implementation of this policy does not require them to use them. How will we regulate the use of both paper and the tablets?

Emily Wiersma: There will be a sign out system for the tablets and Kodie will keep track of who is using the tablets. If not using tablets, they will just use the process we are currently using.

Delany Benoit: In the case of frec hiring, which takes a month, how will that be mandated? You said you could hold onto them throughout?

Emily Wiersma: I was just told that it was within 72 hours of the completion of the interviews. You could hold onto them.

Delany Benoit: Would you continuously have access to those notes? Would you have to give them back and can you only access your notes at the end?

Emily Wiersma: You can access them for those times.

Jay Young: Just a point about the security of the paper notes. I can’t count the number of times that people show up, 3,4 5 days after the interview process is completed, asking where to put their hiring notes days after hiring. They take them home, have them in their backpacks. We are lucky we haven’t had a breach of personal information.

Ryan Kealey: There is nothing in policy saying we can’t us tablets so it would make sense to pilot them. When people are being hired, we could have people consent to having the tablets used in their interview and then test them. Maybe after first semester we can review how they are working. I would rather try them and prove that they work and then put it in bylaw.

Sam White: In the case of hiring processes that take a long time, if people want to review their notes, would you be able to access them to review?

Emily Wiersma: The tablets only write and then you upload them to review them, you cannot see them on the tablet. So, if you would like to review the notes, you have to email Kodie so that you can access them and he would send you copies of the notes.

Jordan Pernari: With these tablets, can others use them when you are not planned to be hiring? If not, that would not be a lot of tablets and seems expensive.

Emily Wiersma: They are only $99. We are going to make sure they work before we buy more.

Jordan Pernari: Will someone else use the tablet during interviews?

Emily Wiersma: Only if the tablet has been cleared by the Director of Human Resources.

Jamil Pirani: A few things here, if we are to do a pilot anyways, we should not vote on this now, find a way to reduce liability when we pilot it, find out how it works and then proceed to put it into policy after we test them. Carson said we do not have to use them if the tablets are not the right way to go. It is better to keep our best practices as they currently are, work towards another solution and then vote on this. This is better than voting now.

Carson Cook: I just want to highlight why this project was started. This would save a massive amount of paper and be beneficial environmentally and economically. It does not take very long for the tablet to be paid back based of the printing costs in the ILC. It adds up really quick. Regarding our current best practices, we are not secure in any way at all. This would greatly increase that. I don’t see a way to reduce liability without this policy. Making sure everyone consents beforehand would be an arduous process. I don’t think its that difficult to make tweaks afterwards.

Vicky Bolitho: Would this change anything regards to the ERB process?

Emily Wiersma: I don’t think so. If there was an issue we still have the notes.

Jordan Pernari: I am in favor of reducing paper and bringing in something like this but I don’t think we are there yet. We have a lot more questions than answers and this makes me hesitant to make something our law.

Emily Wiersma: Are their questions we haven’t answered? I would be happy to answer.

Jamil Pirani: Why would liability be increasing with the pilot if it is making hiring more secure? My other question, the tablets are being plugged into a computer, whose are they being plugged into, as people could copy the files to their personal computer.

Emily Wiersma: It is in the policy that they cannot copy or download the files in any way. This is just was much trust as we currently put in them to not copy or take pictures of notes. They are ERBable and they could lose their position if we found out that they were copied or on their personal computers

Kodie Becker: We could put it in policy that they could only be copied onto EngSoc computers but this could be inconvenient for reviewing notes for hiring or interview reviews.

Jay Young: Just a point, our shredding costs would cover the tablet. We also have it in the hiring spiel that little caveat, that if someone is uncomfortable with notes being taken we can stop.

Carson Cook: With regards to liability, more in line with our previous discussion, it would be better to have a policy with the tablets. It is more likely to end in an ERB if someone walks in and is uncomfortable with the tablets and there is no policy. It is better to be able to say here is the process that we follow with the tablets to ensure it is private and confidential. In regards to what Director Becker said, I would recommend we don’t only have reviews on EngSoc computers as those are public computers except for the ones in the office. It is hard to do interview in that office with the panel. In regards to possible security breaches with a personal laptop, it would have to be intentionally copied onto a personal laptop and as was previously said there is still trust that no one shares the notes but having it be a file takes away the chance that paper notes are lost accidentally. Unless you lose a tablet, you can’t lose digital notes. It reduces the possibility of notes being mistakenly shared.

Kodie Becker: A point of information about the tablet, it says that the notes can only be accessed with the tablet or the link.

Ryan Kealey: We are talking in circles, I would like to see a pilot put into place and table this motion. It wastes time since we do not know if it works and Bylaw’s take two readings to change. I would like to extend a motion to table this motion and put a pilot project in place.

Carson Cook: This is policy. Policy takes one reading not two to change.

Jamil Pirani: If this policy is voted on, I don’t think we can change it in this sitting of council.

Jay Young: There has been a motion to table, that takes precedence.

Andrew Farley: I am going to let Jamil explain what tabling is.

Jamil Pirani: What tabling does is it not a passing of judgment of policy but it lets use to talk about it in the future, either later in council or later in the year. It gives of flexibility to decide what to do with the policy and talk about it later.

Jay Young: If the motion is voted down, it can not be voted on again in this year’s sitting of council and if it is adopted it can be amended but not repelled in this sitting.

Carson Cook: Did the policy gurus figure out if it could be changed?

Jay Young: Spirit no, minutia yes.

Andrew Farley: Vote on tabling the motion.

Tabling passes

##### Motion 7

Whereas: Our Engineering Society ratified clubs could benefit from more structure and

organization;

& whereas: They are currently scattered throughout multiple director portfolios;

BE IT RESOLVED THAT:

Council approve the changes to section β to move Engineering Society ratified clubs under the

Director of Conferences, as seen in APPENDIX “CLUBS”.

Moved by: Emily “Club?” Wiersma

Seconded by: Sam “Party?” Roper

**Motion Passes 7:24 pm**

Emily Wiersma: This is much needed oversight to the clubs.

Jamil Pirani: I want to ask in what way do clubs currently interact with the position they are under?

Emily Wiersma: They are currently scattered throughout the directors and have little to no interaction.

Jordan Pernari: Have clubs been consulted on this?

Emily Wiersma: Due to the disorganization of the clubs we could not, we had to de-ratify many clubs that we found out did not exist.

Sam Roper: The faculty had reached out to be and asked for clubs’ contact, assuming I was the liaison between clubs and I had to ask Emily to come up with contact information. It took a week to compile this information for them as it was so disorganized. It would be good to have a direct point of contact for all clubs for consistency in information and an ED point of contact if they need anything.

Behshid Behrouzi: Just in support of this motion, it was a sigh of relief for me when I realized this was coming to council. Tristan and I were trying to decide how to get in touch with them to give them business training and we thought who the best point of contact would be? If we could have one point of contact to speak to all the clubs rather than many points and still not having information relayed, then that would be wonderful from an operational standpoint.

Ryan Kealey: Was there another director position considered like Director of Design based on how busy the portfolios are? The title does not make sense.

Jordan Pernari: Clubs were under Design a few years ago.

Sam Roper: I just wanted to touch on conferences. While there are busy times around hiring, the main job is to act as a liaison between the co-chairs of conferences. There is similarity between clubs and conferences that would fit in well as they both help students fulfill their interests. Also, if you look one club, it does have a conference and it would not add to much of a burden to add clubs to conferences.

Hatem Dawaghreh: My portfolio deals with the teams, ILC contracts and space allocation and it would not make sense in my portfolio

Paige Maxwell: I was wondering if there was a desire to change the name of Director of Conferences to reflect this change?

Emily Wiersma: I will leave that up to the next team so that Sam’s name does not change.

##### Motion 8

Whereas: Emily made some general edits to policy over the summer;

& whereas: they are subject to council approval;

BE IT RESOLVED THAT:

Council approve the edits to policy outlined in APPENDIX “EDITS”

Moved by: Emily “I love policy” Wiersma

Seconded by: Tristan “Can you even read?” Brunet

**Motion Passes 7:25 pm**

Emily Wiersma: These are general edits, gender, spelling and the wrong name for EngQueers and changing Apply to Dash.

##### Motion 9

Whereas: Sci ’21 has an exceptionally long council nickname;

& whereas: It’s going to get very old very quickly;

BE IT RESOLVED THAT:

Council approve changing Sci ‘21’s council nickname to Sci 21derwall.

Moved by: Carson “It was funny…” Cook

Seconded by: Emily “Once.” Wiersma

**Motion Passes 7:28 pm**

Carson Cook: It might be funny but a two-minute-long song will get really old. Two minutes is a lot of time.

Jamil Pirani: Is it possible to see them side by side so we can see what we are voting between?

Thomas Wright: Speaker Farley has brought his uke to council so could he have fun this once. I would like to propose the amendment that Sci’21 uses its original name just this once.

Carson Cook: For Emily.

##### Motion 10

Whereas: Andrew may not be able to grace us with his presence;

& whereas: We need someone else for when that happens;

BE IT RESOLVED THAT:

Council elect \_\_\_\_\_ as the Deputy Speaker for this session of this session of the

Engineering Society Council.

Moved by: Andrew “I would never skip council” Farley

Seconded by: Isabela “Who would ever skip council” Dominguez

**Motion Passes 7:36 pm**

Christina Abstains

Isabela Dominguez: Does anyone want to run for deputy speaker

Vicky Bolitho: Sure

Jamil Pirani: I nominate Alexander Clifford. It might have to be a non-executive voting member of council.

Gillian Wu: It must be a voting member.

Alexander Clifford: I respectfully decline.

Behshid Behrouzishid: I nominate Matt.

Chaz Meadows: I second.

Matt Julseth: I accept.

Carson Cook: I nominate Chaz.

Jamil Pirani: I second.

Chaz Meadows: I decline.

Jamil Pirani: I nominate Christina.

Matt Julseth: I second.

Christina Bisol: I accept.

Christiana Bisol: Hi. I was just nominated and thought it would be cool to see everyone and I can talk loudly.

Matt Julseth: There has been a trend to nominate me and I figured I would let it happen.

Andrew Farley: Any questions?

Jamil Pirani: What would your ideal council question be for the council you are deputy of?

Matt Julseth: Dedricks or Hanes

Christina Bisol: How does Santa Clause get into your house?

Andrew Farley: Congratulation’s Christina.

##### Motion 12

Whereas: The Committee on External Communications needs new people;

& whereas: We should decide on who those people are;

BE IT RESOLVED THAT:

Council elect \_\_\_\_\_, \_\_\_\_\_\_, \_\_\_\_\_\_ to sit on the Committee on External Communications.

Moved by: Zaid “Elections are fun” Kazim

Seconded by: Carson “I sure hope so” Cook

**Motion Passes**

Chaz, Matt and Thomas abstain from the vote

Zaid Kasim: I have not really prepared something, we can elect any number of people. ExCommComm meets biweekly and discusses our involvement with external bodies and we discuss relationships with other universities engineering societies.

Jordan Pernari: For a bit more context, not a huge time commitment and you get snacks. We need 3 members that are voting members.

Kodie Becker: As far as I am aware there is another election for it.

Carson Cook: That will be for general members, this is just for voting members

Behshid Behrouzishid: I nominate Matt.

Carson Cook: I Second.

Matt Julseth: I accept.

Christina Bisol: I nominate Chaz.

Carson Cook: I nominate Christina.

Christina Bisol: I respectfully decline.

Kayla Walker: I nominate Thomas.

Thomas Wright: I accept.

Jamil Pirani: I nominate Sam.

Sam White: I respectfully decline.

Carson Cook: Non-voting members can run today as well, just can’t vote.

Matt Julseth: I was on this committee last year and I think it’ an important committee. I think being reelected would be beneficial l as I understand communications outside the university

Chaz Meadows: I was also on ExCommComm and I enjoyed helping with the communication with other schools and I thinks it is really important that we stay connected with other schools

Thomas Wright: I am new to council but I look forward to learning form their experiences. It is important to interact with others to improve ourselves.

Tristan Burnet: One initiative you would like us to take on with another group outside of Queens?

Chaz Meadows: A blood drive against another school as it is a great initiative to donate blood and it would get people out.

Thomas Wright: The blood drive is a great. Imagine a food drive scaled up to be between schools.

Matt Julseth: I think that a networking event would be great so that we could broaden our connections with industries.

Jordan Pernari: In your opinion, what should we learn more about form another school?

Thomas Wright: Learning how other schools’ network and prepare for life after undergrads.

Matt Julseth: One thing I would like us to learn is the way that they run their engineering societies, have a basic understanding but by looking into it more, we could improve.

Chaz Meadows: I don’t know about other societies histories. We could learn from their histories and see what we could do better.

##### Motion 13

Whereas: A vote was made 1.5 years ago,

& Whereas: There are things to do at CFES,

BE IT RESOLVED THAT:

The President of the Engineering Society is allowed to attend CFES Presidents Meeting in 2018.

Moved by Carson “Am I a President?” Cook

Seconded by Zaid “Not my President” Kasim

**Motion Passes 7:58 pm**

Carson Cook Abstains

Carson Cook: This is about me attending CFES meetings. We are a member society of it. They advocate on behalf of engineering students and run conferences and events to facilitate sharing information. Presidents meeting is an introduction to CFES and it is in Fredericton. We removed ourselves in 2013-14 due to issues with drinking culture and misogyny. Re-entered one year later and in 2016-2017 we attended and there were negative experiences with those who attended so we retained membership but proxied away our vote. This was a middle ground for those who did and did not feel as though it was worthwhile. Because of that vote, I am not able to attend unless council to reverses this motion. Me going does not break the spirit of the of the motion. I want to go to the meeting because the U of T president contacted me about a new membership level so we could attend conferences and participate in the engineering competition but not have a vote. We need this middle ground because proxying is a lot of work for the school and it is not sustainable to maintain this proxy in the long term. It is a good chance to build relationships with other schools and work on this new level. Chance to reevaluate and bring in new information about the organization. I have ideas to ensure that I don’t just go a screw around. I will present to council on what happened, bring back practices on at least three topics listed and work on this level being put in place.

Jamil Pirani: One of the things you mentioned in that vote was that there would be a review in 2019-2020 year. Would that change the timeline?

Carson Cook: No but it would make it more robust as we could have this new level and more information.

Paige Maxwell: Who pays for your attendance?

Carson Cook: It would currently come from the engineering society but I talked to the dean and he is willing to contribute. Nothing concreate has been mentioned yet. Previously we have gotten $4000 from the dean.

Jordan Pernari: Our level of membership with the Ontario only version of CFES is currently at conference only. Having boots on the ground will help push it through and will save the school money. Proxying out vote is hard to do so knowing that there is a different level of membership is key.

# Presentation

Behshid Behrouzi: I will be speaking about what money was spent on over the summer. Budgeted for $15 000 to be spent but did not count the cost of the year books but it was included as it was a summer expense. Please keep in mind yearbooks were $14 000. We spent $17 000 but we did take out some initiatives such as our summer outreach expenses which as the trip we were going to be going on between Montreal, Toronto and Waterloo and only went to Toronto instead for the QYEA Conference. This did not include expenses form the flood.

Kayla Walker: What was you planned $12 000 you did not use?

Behshid Behrouzi: The trip, planned renovations such as painting the lounge and Clark renovations. We cleaned it and looked at it and it was good enough. It just needed to be cleaned.

Jordan Pernari: Are the chairs included?

Behshid Behrouzi: Yes, they are.

Carson Cook: I would like to put forth a motion to remove the tabling of the tablets. Without policy, there is no process and policy for what to be done in hiring and with the notes. It is not feasible to have contacts signed for interviews and if it is in the interview, that could be considered under duress. Could make people uncomfortable. An application questions, if one person says that they are not to be used, then they can not be used at all. Given that it is policy, they could be amended in one hearing and it would not be changing the spirit of the motion.

Emily Wiersma Seconds

Emily Wiersma: The spirit of the motion is to use the tablets to replace paper and save trees. Other things may change

Jamil Pirani: Taking President Cooks concerns into account, I would like to suggest then motion is tabled and we put forward a policy that deals with the pilot program that we can put forward and vote on. Afterwards a policy can be put forward to be voted on.

Ryan Kealey: We had tabled it as there was nothing about whether we could use tablets. Getting this deep into the nitty gritty does not make sense.

Paige Maxwell: Is it not inheritably as issue with duress with asking if people are okay with notes being taken on them in general. For the issue with privacy, would it not still be covered by the policy in place already?

Emily Wiersma: We do not have good policy in on this and this is a chance to put this in place. There is a not a lot there on the policy for paper notes as well except for 72 hours to hand in. I don’t think we should leave it lacking.

Kodie Becker: To respond to concerns that have come up. We want to pilot it with as few issues as possible. We wanted to pilot it with FYPCO’s and it would not be possible to bring to the council before this happens. We want to have policy so that if things go array we have policy in place to fall back on.

Jamil Pirani: I think Director Becker said it is urgent that something is in place so that we have something to point to. I would much prefer that somewhere in this policy that there is a line saying that there is a trial period. I don’t want this to go through and have it found that it is lacking and it has to be kept in place for a year. I think it should be tabled or a stipulation should be added that it is a pilot.

Carson Cook: We can change the policy so I don’t understand why it need to be in there.

Jamil Pirani: If this goes through and we don’t like it, we cannot repeal it,

Andrew Farley: Is the spirit to save paper, the wording can be changed at a later date.

Jamil Pirani: We would have a policy that would be changed to be useless.

Emily Wiersma: We nowhere say that tablets have to be used. We are not changing over to a tablet only system.

Sam White calls vote to call to question

Seconded by Carson

Motion Passes, 8:14 pm

Andrew Farley: Voting yes, go to discussion and it would come to the table.

Motion Passes, 8:15 pm

Andrew Farley: Motion back on the table. Opening it back up to discussion.

Sam White: I think it’s a good idea, because if it does work it is easier than keeping track of paper notes. It would be easier to keep track of those documents and find interview notes. I would have appreciated this in FREC hiring. I would say do it and if it does not work, there is nothing stopping us from going back.

Ryan Kealey: I am not in favor of making policy to make policy. This could be a big shift and I don’t think we should jump the gun so that we know that everything is set properly. We should do a pilot and then bring the policy back later so that we don’t have to edit it.

Kodie Becker: We have everything in place to go through with this policy. We are just missing this policy being put in place.

Emily Wiersma: I have worked on this all summer and I did not just throw this out. We have done our due diligence. I am not seeing what the alternative to not having this in policy is.

Will Medeiros: I don’t chair what form evidence comes to me in as long as its secure.

Alexander Clifford: Could we make a line so that there is a review date, we could give it more time. If we put it in, people could go back to paper but by policy people could still use something that does not work. I am proposing a review date to be amended.

Jamil Pirani: Could we get wording?

Alexander Clifford: I’ll pass this to Jamil.

Jamil Pirani: Can we enter a committee of a whole?

Alexander Clifford: Motion to enter committee of a whole.

Motion Passes, 8:21

Jamil Pirani: I think it would be good to have something to the effect of a date after which it expires. This policy will exist till November 1st or is subject to review.

Andrew Farley: Something so it can be redacted.

Jamil Pirani: We want this policy to just be for the pilot program.

Kodie Becker: If we give a limit so that it could be brought back.

Emily Wiersma: Let’s do an early October council.

Emma Prairie: FYPCO hiring will be done and they won’t be aware of old hiring policy.

Carson Cook: November 1st as latest date.

Emily Wiersma: We will bring it by November 1st.

Jamil Pirani: We like the policy but we want to see if it works.

Sam White: You can always go back to paper

Jamil Pirani: Its bad form.

Emily Wiersma: Policy in place prior until November 1st and will be subject to review by council before this date.

Jamil Pirani: Should we say something about a pilot

Jordan Pernari: No.

Andrew Farley: Motion to exit Committee of the whole.

Motion Passes, 8:26 pm

Jamil Pirani: Motion to call question.

Seconded it by Carson Cook

Motion Passes, 8:26 pm

Motion Passes, 8:27

# VII. Executive reports

##### i) President

Carson Cook: O week happened, worked on digitization, Download Q-life

##### II) Vice president of operations

Behshid Behrouzi: Sorry I have been sick and did not submit. I have been working on frosh week, keys, payroll and helping the services. Next week, I will be helping with training business managers, meeting with bookkeepers and meeting my FYPCO.

##### III) vice president of student affairs

Emily Wiersma: Thank you for bearing with me, will not talk this much again ever again.

# Viii. Director Reports

##### i) Academics

Sidney Picco: All in the report.

##### II) Communications

Alexander McKinnon: All in the report

##### iII) conferences

Sam Roper: I have put everything I the report but if you know anyone interested in frosh rep positions, please let them know.

##### IV) Design

Emily Wiersma: Hatem is not here but it is all in the report

##### v) Events

Miranda Bundgard: All in the report. Come to the Terry Fox Run.

##### VI) External Relations

Zaid Kasim: Sorry no report, sick. Did stuff and excited for FYPCO.

##### viI) Finance

Brandon Tseung: All in the report. Hiring Financial Officer, get paid if you are interested. Excited for FYPCO.

##### viIi) First Year

Emma Prairie: All in report, FYPCO’s are coming and Jacket Council is coming up on September 25th.

##### IX) Human Resources

Kodie Becker: Most in the report. Dash is here, check it out and accepts random characters. Another thing, interview workshop will be next weekend. Go to EngSoc dash and complete your profile.

##### x) Information Technology

Max Karan: All in report.

##### xI) Internal Affairs

Isabela Dominguez: All in the report

##### xiI) Professional Development

Juliana Brown: All in the report. Come to design team night.

##### xiiI) Services

Tristan Brunet: Everything is pretty good with services. CEO is hiring first year brand ambassadors and it is paid. Tea Room has two tills and the express line is for all drinks.

# Ix. Question Period

Jordan Pernari: Question for Zaid, when is the swab drive.

Zaid Kasim: This Saturday in the ILC.

Brandon Tseung: I could not buy my salad at the second till but they took my order.

Tristan Burnet: They are still learning.

# X. Faculty Board Report

Carson Cook: There has not been a full meeting since last year. Just operations committees, nothing happened.

# Xi. Alma Mater Society Report

Carson Cook: President’s caucus meet. University Safety District has been ticketing. AMS does not indorse people going to court but they have a page where you can read about it.

Jamil Pirani: Elections for speaker is happening.

# XII. Senate Report

Sam: No senate meeting.

# XIII. Engineering Review Board Report

Will Medeiros: My transition is an actively burning trash fire I am putting out. Don’t have an email yet. So, I have not been able to do my job but I will get on this as soon as possible and will hopefully have this by next council and will be hiring members.

# XIV. Advisory Board Report

Jamil Pirani: We had 3 meetings. Two regular and 1 long term planning. Excited for coming year.

# XV. Equity officer Report

Delany Benoit: been working on frosh week but will be working on equity now

# XVI. Club Reports

##### I) EngPhys

Jonathan Corbett: Had a welcome night for second Years and ran out of Pizza.

##### ii) ece

Alexander Clifford: Have a barbeque and working on textbook drive. Don’t have building access right now.

##### III) mechanical

Andrew Farley: Any mechanical people want to give a report?

Brandon Tseung: Starting class and getting McLaughlin renovated. Haven’t heard of anything else

##### iv) Minning

Ryan Kealey: Had out first meeting and are planning BBQ and looking at our constitution and are trying to get more involved.

# XVII. Year Reports

##### I) Sci’19

Jordan Pernari: We had a year exec meeting and out working on getting our year crest up in Clark. Have access to year book email. Please send pictures to sci19yearbook@engsoc.queensu.ca. Have been asked to say thanks for coming and hope you enjoy the grapes?

##### II) Sci’20

Kayla Walker: We will need to be potentially hiring a president and AMS rep. We are planning a meeting tomorrow and looking at re-elections.

##### III) Sci’21

Chaz Meadows: We had our first meeting last night and caught up. Getting year mech and other things off the ground. Not much but that other then a BBQ. We have our website.

Andrew Farley: We have ours, Sci22 and Sci23’s.

# XVIII. Statements and Questions by Members

Ryan Kealey: If people were not aware, when the Globe and Mail did their article on people being arrested, they used an old picture of an engineer being arrested during homecoming when people flipped a car. Are we going to do something about that?

Carson Cook: I did not know about that

Paige Maxwell: We are trying to have it go up 18, 20, 19 as they had their year crest up first

Sidney Picco: Survey going around about class cancelations in the first two days of class, pleas complete it

Jamil Pirani: What if they rescheduled them?

Sidney Picco: There is a section for notes if you could put it there.

##### Motion to Close:

Moved by: Carson Cook

Seconded by: Matt Jusleth

**Motion Passes: 8:46**