



Minutes

February 1, 2023

12:30 PM EST

Zoom

Present: Courtney Cameron (Chair), Jessica Li, Christina Tassopoulos, Julie Choi, Melissa Paglialunga, Shahbaz Khan, Damiana Pavone, Emily Miranda, Ayesha Khann, Quinn Stevenson, Hillary Song, Jaylene Olson, Rose Wong, and Danielle Landry

Regrets: Zamir Fakirani

Call to Order (12:38pm)

1L Rep (Section D)

Hearing of the complaint launched by 1L student Emily Miranda against the Equity Officer

Courtney: Let's move this topic to the top since Emily is here. How this goes is Shahbaz will present the complaint. We have the student here who lodged the complaint if they want to expand. Then, Hillary has an hour tops if she wants to explain her side of things. After both of those things happen, anyone can make a motion to suspend or impeach if that's what we think. That would need to pass by 2/3 of our executive team.

Shahbaz: Thank you Court for the explanation. I am going to walk everyone what Emily has said, the structure of her complainant. I will then pass it back to Court who will facilitate as appropriate. I thought it would be best to start with the email Emily sent. Emily said this after Israel-Palestine issue on Facebook.

Shahbaz read Emily's email complaint in its entirety.

Now, I am going to walk you through the chronological order of events. I have written it down so if I'm looking down, that's why. November 25 – Hillary reached out to Emily and started a conversation back and forth about Emily's concerns. November 26 – Hillary put together a Q&A document with a lot of questions and sent it back. Hillary made sure to ask for clarification and made sure Emily's concerns were addressed. On the Saturday following, the Equity Officer messaged Emily again about her post. Emily said she felt shut down. This is the crux of issue – did the Equity Officer shut Emily down over text? It was essentially Hillary saying I cannot look into this any further unless an equity seeking club lodged a complaint. Emily took this to mean that Hillary was not looking into it further at all.

Shahbaz: Another issue – what weight do we give to the public aspect of this conflict? On the Monday following (a week or so later), Emily decided to lodge the complaint. Hillary has rebutted the claims against her, and she is insistent that she didn't shut it down but that there is misinterpretation at play, which is often the case with text. I am going to throw it back to Court about next steps.

Courtney: Okay great – Emily, I want to open up the floor to you to see if there is anything you want to add.

Emily: I want to verbatim quote the post that I think Hillary shut me down in – I am just pulling it up on my Facebook.

Emily read a quotation from the Facebook post.

Emily: When she had said that about the official student group, I hadn't had enough time to respond between that and her previous message. I didn't even have the chance to say, "thank you for this information." There was nothing to indicate that I was done with this discussion. She sent two messages before my stance. I didn't get the chance to reply to those before. That, to me, doesn't leave any room for further discussion so I didn't respond because it felt like someone being done with the conversation.

Emily: When I commented, students were like why isn't L&L doing anything? I let them know that the student group needed to come forward – I think it was very accurate. Hillary made it sound like I misinterpreted the words.

Emily: I said maybe next time you can phrase it differently, and Hillary said I can't change the way I speak. It doesn't seem like she wanted to take any accountability for her part in the conflict and what she is calling a misinterpretation. I think it's unbecoming for someone in a possession of authority.

Courtney: Thank you for that insight, Emily. So, Hillary, according to the section, you now have up to one hour to respond. I hand over the floor to you and you can share your perspective.

Hillary: So, I kind of wrote down a bit of what I wanted to say. I will also address some of the things summarized. First of all, I want to extend my sincere apologies to L&L about escalation of this issue. It has caused a lot of unease and stress to everyone involved. I appreciate your presence and time and I hope we can find a resolution.

Hillary: I will briefly mention some of the clarification points. First of all, as for the Q&A document that I sent to Emily, it wasn't drafted by me – it was drafted by organizer of trip so we could provide answers. It had a couple of questions and answers and some of the material the organizer did research on. I just wanted everyone to know I didn't put it together.

Hillary: I will address the complainant's main point that I was shutting her down. I am not sure if you all got the chance to see the screenshots that Emily posted online. I can share them right now or read some excerpts. I am really sorry that the complainant felt like I was shutting her down. I was making a statement from my position as Equity Officer. At that point, we had talked for several hours – I tried to answer her questions. Since it is so conversational and sensitive, I felt as though my capacity was full. I told Emily this as well, but I understand from a 1L student's perspective can be seen as shutting down the conversation. You don't know how admin or clubs work so I understand where that confusion may come. I apologize to Emily because that misunderstanding can cause negative feelings.

Hillary: The reason I said I will investigate it further only if an equity seeking club launched a complained because of the L&L webpage that outlines my responsibility. The Equity Officer is the link between equity seeking groups and admin. Those groups are student run and are essential. My role is to work with equity seeking clubs. As much as Emily's concerns are valid, as one personal student, I can't talk to one student for several hours and hope to answer every question – especially if you don't tell me what you want. You didn't have time to follow up but if you did, I would have sent other resources. When the complainant posted that I shut her down, I was very frustrated and taken aback because I thought I was doing my best work to make sure your concerns were addressed.

Hillary: I never gave any consent for you to share the conversation we had. It was really shocking to see that, publicly and personally target me. At that point, I wasn't really sure what to do. The complainant also mentioned that I am given more creditability or authority – I don't think that's true because a lot of people don't also remember that I am just a student. I am just another member of the Osgoode community. I don't think it was a power dynamic but more of a one-sided conversation.

Hillary: There are two more things I want to mention. I wanted to explain to the complainant why I deleted the comments. First of all, it was a violation of York's Student Code of Conduct, especially Section 4. Another reason was because I was getting a lot of other responses via email for Facebook messenger in directly response to Emily's post. I can read an excerpt from a student I know personally.

**Hillary read an excerpt from the email she received from the student. **

Hillary: The rest is just more racist and hateful things so won't expose the rest of you to that. It was directly in response to your public comment which had negative impacts on not just me but also members of L&L. I am not trying to say that I did nothing wrong – I wasn't successful in communicating. I did make multiple attempts for a follow up and improve our conversation. I am so sorry that things have escalated to this level. I want to ask you why I would want to gaslight someone. Honestly, I am dumbfounded at the accusation, and it is a very hurtful thing especially when I was trying to be an equity officer. I believe you

have a reason for accusing me of gaslighting. I am also a student – I don't have time or energy to gaslight you and I have no intention to do so. By doing so, you put a target on my back because you publicly posted about it. If you want to answer that question, I would appreciate it, but don't have to answer if you don't want to. Thank you so much for listening. I don't know what the next steps are.

Courtney: It looks like Emily would like to respond so we'll give Emily that opportunity.

Emily: I think some of these characterizations are unfair. In total, I sent 14 messages. To categorize it as hours and hours like we were on the phone is incorrect. Of those 14 messages, some were "thank you", etc. It was hours in the sense that there were huge gaps of time in between but not hours in sense of long on-going dialogue. I would like to say that Hillary did comment on the Facebook group to post it, and Hillary asked me if she could post it. So, she did want it posted publicly – I had said no at that time. Hillary made a public post. So, I posted – for the record, I did not name Hillary until Hillary came forward herself. I had not named anyone directly. I am very sorry someone took what I consider to be a benign comment and used that to harass and attack you. That is completely inappropriate. I am truly sorry that that happened, but I don't think there was anything in that comment in and of itself to be inflammatory. I am not sure if other L&L member have seen the discussion. I think it would be helpful for them to see it. To characterize that as not shutting someone did, that's just an unfair characterization.

Danielle : I think the word gaslighting is being problematically used in this context. Let's be careful of our words.

Courtney: I have seen that conversation. Shahbaz, do you have a copy of that conversation in the complaint?

Shahbaz: Is this the conversation they had privately?

Emily: If the comment does not look hostile, then I should get an apology for being called hostile.

Shahbaz: I only have the private conversations.

Emily: She is talking about our private chats. That's what she was referring to when she called me hostile.

Courtney: The concern is that it is on the record, correct?

Emily: It has been said publicly and that's an unfair characterization of me. It would be different if she called me hostile privately (which I think she did). I would like that retracted if people agree that it was an unfair categorization.

Hillary: I have the screenshots of our chat if you want me to send those around. For clarification, I never called you hostile. I said that "the way you publicly posted is very negative for my mental health and the general L&L reputation." I don't think that's unfair. I think you are referring to when you responded to another person's comment in a hostile way. That was my response because you were interacting with other Osgoode student that caused concern on my side. I characterized it that way but not in terms of our private conversation. Maybe I should email the screenshots back to L&L? I will read out what you wrote and ppl can see what you meant – it is a good opportunity to explain this.

Hillary read comments from the screenshots.

Hillary: I know online thing can be very different than in-person. I sincerely believe nobody would want to accuse each other of gaslighting or being negative/hostile but perhaps when you're very heated and in the moment, it is easy to write things as they come out of their mind. I feel like you're upset at this point, and I appreciate that you were apologizing. To clarify, the hostile comment was in the context of another student's comment. Seeing that you also accused me of hostility, I don't understand how I couldn't use the same word. I wish things could have been done differently. Do you want me to address the things you asked for – the public apology and subsequent impeachment, Courtney?

Courtney: If you would like to apologize to Emily, you have the opportunity to do so but you're not forced to do anything. I will prompt L&L on next steps when the conversation wraps up. Do Shahbaz, Hillary, or Emily have anything else you want to add?

Emily: I have the messages right in front of me that you did call me hostile.

Emily read aloud the message Hillary sent about hostility.

Emily: Again, I never named Hillary personally; she came forward when I was saying an L&L member. The sad thing is the Facebook comments are deleted so it's gone. It makes it difficult to show what happened. I am not sure if those are on

Facebook, but Hillary definitely did call me hostile in regard to the chat we had. She said that me saying she shut me down was hostile. There is no access to the Facebook comments, which makes it easier for someone to say that didn't happen.

Courtney: I just want to jump in quickly. I am not sure if you saw update from L&L two weeks ago, but we are working on a way to make those threads accessible again. We totally hear what you're saying – it is tricky that this narrative is out there, and you can't show the comments. We are working with the Human Rights Office at York to reproduce the things deleted in a safe and productive way so that the student body has full transparency. We want to address that concern – you will be able to see all the comments again. I have screenshots of everything that was taken down. We are just working on a safe and productive way to share that.

Emily: That just doesn't help right now with my point. For the record, I didn't say that Hillary was saying, "you must post it". By Hillary publicly talking about our private conversation, by doing that, she insinuated that I had done something wrong. So, I had to post the chat so that I could undo that inference that I have something to hide. She said that publicly, so I had to post them publicly to show that I wasn't hiding anything. Hilary didn't understand why I was saying that my hand was forced.

Courtney: I know that this doesn't help you right now, but I wanted to let you know you will have those conversations. Hillary, do you have anything else you want to add?

Hillary: It must be frustrating not to have those comments with you. I have the screenshots because I was the one deleting them, and that was part of the process. I just wanted to mention something about how you feel about your reputation at Osgoode being damage. I am very sorry for how things unfolded; I'm sure that in a couple of weeks or months, we will all have moved on from this. I empathize with you on that point – I get called the girl who gets cyberbullied. I understand how you feel right now, but it will all go away. Again, thanks for the apology about the implications of your comments. Thanks for that. I do also want to thank you for coming to discuss this with me. It must have been difficult for a 1L student. I want to reiterate my apology to the rest of the team. You have all been spending a lot of speaking, and meeting, etc. about this. Hopefully, today we will find a resolution.

Courtney: I want to reiterate Emily that I total understand if I was a 1L who came to a student council meeting in this context that I would feel put on blast and uncomfortable. I am so sorry that it has come to this. Thank you for following the processes and letting us get to the bottom of what happened. At this point, we are approaching the one-hour mark. I will open up the floor to L&L – anyone on the team – if they feel like Hillary's conduct warrants suspension or impeachment. The motion would need to pass by 2/3. I will give someone the chance if they want to put up their hand.

**Courtney provided time for L&L members to raise their hands. **

Courtney: I am seeing that there is no one who wants to implement a motion. Emily, I am going to send you an email about next steps, but I want to reiterate that having a student monitor this Facebook group is an incredibly tricky position that we put Hillary, especially in a time when people are trying to recuperate after the term. We recognize that the Facebook is certainly flawed. Nobody has moved to make a disciplinary measure right now. We are talking this seriously and want to make sure nobody feels this way. That formally concludes this hearing. I am going to be in touch with you Emily to follow up. Thank you to both Hillary and Emily for sharing your perspectives.

Emily : Awesome – thank you!

President's Items

Updates from Meeting with the Human Rights Office + Next Steps for the Team

Courtney: I want to update you all about the meeting I had with the Human Rights Office. I know Rose was able to join for a little bit. I spoke with Malik from the office; he's a senior case worker and he's actually a graduate of Osgoode. He has a good understanding of Osgoode and the student body. As far as he's concerned, we are on the right track. I chatted with him and told him everything we discussed in the emergency meeting. He agreed that the right way to move forward includes the following:

We need to tighten up those Facebook rules. If anyone wants to be involved in that, let me know. It might be of particular interest if any of the 1Ls or 2Ls have a say in it. We want to specifically name these pieces of York's quasi-legislation/regulation in the rules. He thinks we have to explicitly name the code in those groups.

He agrees that a way for us to re-circulate those deleted comments is a good idea. He had the same concerns as a lot of us did about not wanting to put students on blast or anything. I told him the idea about adding the links; he did like that idea, so

nobody has to see harmful things they don't want to see. He said we should build that together and set up another meeting with him. Once we have those two pieces built, he told me to set up another meeting with him (you are all welcome to join), but we will show him what we have come up with and he will give feedback and make sure we're continuing to be on right track. He said he would help us with language to distribute it. He is not going to tell us it looks good until he sees them.

Courtney: Hoping we can have those things in the next two weeks, so I will provide an update on that by the next L&L meeting. I will have something to show you guys.

Updates Round Table

Courtney: That was my biggest update. I sent you all your office hour schedule so we should be in office or on Zoom during those times. Quinn, I am not sure if you saw in the Slack, but a 1L had asked Quinn if we were able to provide safety whistles. We have bought them so if someone comes by – they are in the office. Ayesha and Melissa, can you include that in weekly communications – story and newsletter? Everyone has seen that Christina has sent out the 3L formal link. So, I just wanted to let 1Ls and 2Ls know that you're encouraged to come. You do have to buy a ticket. I have been seeing the tables fill up, so we do have an L&L table. Does anyone have an interest in sitting at an L&L table? I know Damiana and I talked about it. The reason I ask is if everyone want to sit with friends, I say go for it.

Damiana: Do you know how tables are working? We have a lot of 3Ls on L&L this year. I am only asking because my friends are stressing out.

Christina: It is whatever you guys want – we just do have the table with the Deans that we do have to fill up. But there's no hard and fast rule. We also don't have to use both tables.

Courtney: Also, the 1Ls and 2Ls might want to sit together at the L&L table.

Christina: We have three weeks to finalize the tables so don't worry.

Courtney: Okay, grab a table with your friends and potentially if we stay on this, we can just have a smaller table for the Deans.

Christina: Sit wherever you want for now and if we have to rearrange, we will.

Courtney: It is March 16th. Any questions for me on any of this?

Quinn: This is unrelated, but the whistles are going to be on the desk in the L&L office.

Courtney: Quinn, please submit for reimbursement. I will send you a text on what to do.

Quinn: I don't have much else besides the whistles. We've all been working on the 1L formal, but Julie will talk more about that.

Christina: Ticket sales went out today. I am talking to a whole bunch of vendors and having a meeting with the amazing formal committee on Friday. If anyone does have questions about formal, please direct them to me.

Melissa: On my end, things have been going well with the newsletter. I will also be sure to post the minutes from the Emergency Meeting once they are approved by consent at the end of this meeting.

Damiana: I did the budget and I'm going to try and pass that today. This semester is going to be busy with lots of end of year things.

Jess: I have also been working on budget. Once we ratify that, I will be sending out finalized approval amounts to all the clubs. I sent out the club information to TUUS so they can apply for events directly. I wanted to remind everyone that this term, off-campus events don't need any approval. We have some guidelines, but they are not mandatory. As for the blackout period, last semester, the Deans imposed it two weeks before exams. This no longer applies to this semester. They have instilled a suggested deadline; they advise against events after March 24th.

Danielle: Barrister Ball is this week. To clarify, it is happening, and it is a booked venue. Everything else is false. There are 312 people registered already. My only other update is that we had an event last week and this week, so I not going to do a Pub Night next week. I am going to rearrange those dates. Melissa, can you take off that part of the email and I will reach back out when have new days set?

Julie: For the 1L Formal, we might also go with Eglinton Grand. It is the only place that fits our budget. Zamir and Quinn are on sponsorship. We don't have a full quote but will do a motion once we have that. The best day is March 30th. All the other days are all Mondays. If there are no objections, we'll do March 30th.

Courtney: Perfect! We will confirm with admin as well.

Rose: My update is about the 2L informal formal. I don't know what funding we have available. I spoke to Damiana about it briefly. I am not sure what funding I have for formal, so it is hard to seek out venues.

Courtney: The idea is that 1L and 3L are actual seated formal events so the 2L formal is more casual. So last year, Danielle planned it at the Drake, and it was more of a social thing. L&L doesn't have a ton of money to put to that event. We will follow up on what we have for you, but ticket sales are going to be a huge revenue source and you can apply to Dean's Funding. Think of this as an elevated Pub Night.

Rose: Danielle, how much did you sell tickets for?

Danielle: The information would all be on 2L email that I don't have access to anymore. I know that if you go to the "Sent" folder and search "The Drake", I'm sure you can find it. Tickets were sold for \$25

Rose: I saw on the agenda that Hillary was speaking to someone from Lax so maybe they can sponsor the event. I had a student reach out to me who works at the firm. I don't know if that can be incorporated somehow. Or is there a route where I can apply for funding from York admin?

Courtney: You can apply for funding from Osgoode. I don't think we've ever done that before, but I can shoot Jer an email who oversee all organizations at York. The short answer is we haven't done it before. but we can try it. You can start with submitting a Dean's funding request. Reaching out to firms is also a fantastic idea.

Ayesha : Lax told me they would be interested in sponsoring a career fair if we hosted that, but no more events this semester, so I would try other firms!

Hillary: I am hoping to host the Mental Health and Wellness Week this semester. I have plans to collaborate with the Mental Health Society, and the Peer Support Centre. One of the ideas I want is therapy dogs – I think that would be great. I know last year mush gave out tumblers and chocolate and stuff so would love to do that again.

Jaylene: I don't have a substantial update from Caucus.

Treasurer

L&L Budget Distribution

**Damiana shares her screen with the amounts. **

Damiana: You can see the total funding allowed, and you can see how much people requested and how much were giving them. We tried to give equity seeking groups more money. We also looked to see how much we gave people last semester. We're in the red by only \$6.

Motion: THAT the Legal and Literary Society pass the winter 2023 budget as proposed.

(Pavone / Tassopoulos) CARRIED

3L Rep

3L Class Photo

Christina: I really want to do for yearbook a 3L class photo because we never got one from orientation. I tentatively booked a photographer for February 15th at 12:30pm. It would be in Gowlings so I would have to put a bunch of signs and make sure the area was clear. Let me know if there is a better plan.

Jaylene: It is just that class I have beforehand that is literally being held downtown, and there are some other 3Ls in that class. What if we schedule the photo in the middle of that block? I am not sure if that makes it worse.

Christina: I don't have a problem changing the time.

Danielle: Could we do it on Monday?

Christina: I am going to ask the photographer about Monday. We're not going to get the entire class, but I do wanted something.

Courtney: If he can't move it to Monday, L&L can work around whatever.

2L Rep

Funding for 2L Informal Formal

Courtney: Rose, did we deal with that?

Rose: Yes – all good!

Secretary

L&L Comment Box

Melissa: I wanted to update everyone on the submissions to the L&L comment box. There have been no new submissions since we released the update. I provided a copy of all the responses to Courtney in preparation for her meeting with Malik at the York Human Rights Centre. I will continue providing updates from the comment box every meeting.

VP Internal

JCR x Hockey

Ayesha: Courtney and I have organized a pre at the JCR before the Osgoode Charity Classic Hockey Game on February 8 from 4:00-10:30 pm in collaboration with the Athletics Association. We will raise the price of drinks that night by \$1, and those proceeds will be donated to Muscular Dystrophy Canada. Please spread the word and share the graphic on social media.

Period Project

Ayesha: By way of background: during my time at Western, I co-founded an organization called "Pads 4 People" that eliminated accessibility barriers to menstrual products by delivering packages of hygiene products to low-income and precariously housed individuals directly. I launched a similar program in Hamilton during 1L. I would love to do something in Toronto, but I noticed that are also none of these products in the washrooms at Osgoode. So, as a start, I would love for L&L to make hygiene products free and accessible to all students in the washrooms. I have obtained sponsorship from McCarthys for this initiative and received approval from the Deans. I also consulted OUTLaws regarding the most inclusive and equitable way to launch this initiative, and we agreed it would be best to put the products in all washrooms and not just the women's and gender-neutral ones. A small social media campaign would accompany this, but before it is launched, I welcome any feedback or considerations that I have not thought of. I've done the groundwork here, so I am hoping this initiative does not cause anyone additional work or stress.

JCR x OISA

Ayesha: On February 15 from 4:00-8:00 pm, we will co-host a Trivia Night Fundraiser with OISA during their red dress campaign week. There will be a \$2 participation fee, with 100% of the proceeds going to the Native Women's Association of Canada. The trivia questions relate to Osgoode, Indigenous Law, Music, Geography and a couple of other topics. Each participant will receive a raffle ticket for prizes from various Indigenous business owners and brands. The JCR will be serving a special cocktail (a Moscow mule) for this event, and 100% of the profits will be donated to NWAC, as well. I am currently in the process of obtaining firm sponsorships for hopefully a cute candy bar and/or food/drinks to encourage attendance. I will update you all once it's time to share the graphics!

JCR TUUS Exemption

Ayesha: Last semester, Courtney, Jess, Damiana, and I met with the York admin to discuss inefficiencies with the TUUS process. The potential to exempt the JCR from the TUUS process was raised, and I have started to pursue it. It requires L&L to draft a memo with our memo and supporting arguments for why the JCR should be exempted from this regulation:

<https://www.yorku.ca/secretariat/policies/policies/temporary-use-of-university-space-regulation/>. 1L Reps, especially those

interested in being VPI next year, if you would like to assist me with the drafting, please let me know. My next meeting with Dean Drake is scheduled for February 27 at 3:30, so don't stress, as we have some time.

Other Business

**There was no other business to be discussed. **

Adjournment (2:08pm)

Motion: *THAT* we adjourn.

(Cameron / Tassopoulos) CARRIED

Consent Agenda

The item on the Consent Agenda, the Minutes of the meeting of 20 January, 2023 was deemed approved.