



Sustainable  
Concordia

**SUSTAINABLE  
CONCORDIA  
*Cyber*  
AGM**

2019 - 2020



**W**e acknowledge that we are privileged and grateful to live, create and work on unceded indigenous lands. The Kanien'kehá ka Nation is recognized as the custodians of the lands and waters on which we gather today. Tio'tia:ke,

colonially known as Montreal has a rich history of continued sharing and connection between diverse populations of indigenous peoples and peoples of other lineages. Colonialism is still present here, impacting all of us and needs to be acted upon.

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## **A New Team!**

This year has seen a lot of coordinator turnover, with three new coordinators - Duha joining us in August 2019, Brett joining us in November 2019, and Paulina joining us in March 2020, While turnover of staff is always a challenging process for any organization,

Duha, Brett & Paulina have fit extremely well in their respective roles - and joining the two already rockstar coordinators Emily & Anghelos, we're excited about the future moving forward.

### **Coordinators**

#### **Internal**

Brett Cox

#### **Finance**

Paulina Matthews

#### **External & Campaigns**

Emily Carson-Apstein

#### **Education & Engagement**

Duha Elmardi

#### **Design & Communications**

Anghelos Coulon

### **Board of Directors (2019–2020)**

Anna Timm-Bottos

Caroline Alince

Emma McLaughlin

Eric Warner

Juwairiah Mushtaq

Luke Maybury

Mark Medicoff

Nell Perry



# Agenda

**5:20 pm** Registration

**5:50 pm** Land Acknowledgement & Welcome

**6:00 pm** Year in Review

**6:30 pm** Break and Raffle

**6:40 pm** 2019-2020 budget to actuals

**7:20 pm** Surplus project presentation

**7:40 pm** Break and Raffle

**7:50 pm** Constitution Amendment Vote

**8:00 pm** Board Candidate Presentation & Vote

**8:30 pm** Final Raffle and Closing Goodbye

# What happened this year?

## COVID-19

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As with every organization out there, the ongoing Covid-19 global pandemic has forced a shift in the way we operate. Beginning our purely online organizing in March was a very challenging shift for all of us. Compounding this online shift and lack of human engagement was the mental, emotional and spiritual stress everyone was, and continues to feel trying to comprehend and process the reality of a global pandemic. This shift proved so overwhelming, on the advice and support of our board, we passed a reduced hours motion allowing us to work at half capacity if needed to allow us much needed breathing room. This motion was so extremely appreciated as coordinators. While still working but in a smaller capacity, the reduced hours motion allowed us time and space to better move through emotions of grief, sadness, stress and all the rest we were experiencing while we were shifting and strategizing for how we were continuing to serve students and community members.

In addition to implementing a reduced hours motion, as an organization we decided to

postpone our Annual General Meeting (AGM) from our usual end of April time to the end of September. With the amount of event cancellation and damage control we were moving through, postponing our AGM, and therefore extending the mandate of our 2019/2020 board was a critical saving grace for us as coordinators. Amongst the waves of instability and unpredictability we were facing as coordinators, our board agreeing to extend their term until the fall provided us the support, continuity and stability we needed, for which we are incredibly grateful.

We are back now working at our full capacity, and have successfully moved our services online. Whereas Covid-19 has forced us in to a socially distanced and mostly online world, it has also galvanized us into providing more online workshops, more online resources, building more and deeper relationships, and has burned brighter the lights being shone on the systemic injustices we are fighting against by advocating for a culture of sustainability at Concordia & beyond.

## The Divestment Campaign

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**I**n November of 2019, after more than 6 years of hard work by students, faculty, and community members, the Concordia University Foundation announced that they will be divesting from fossil fuels and transitioning to a fully sustainable portfolio by 2025. This is a huge victory that was covered nationally by news outlets, as well

as student media at Concordia. The rest of the school year on the campaigns front was spent in follow-up, planning how to hold the university accountable to its plans, and turn our history into a narrative that can be helpful for other student groups pushing for divestment at their institutions.

## Sustainability Investment Project

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**I**n April 2018, the Board of Directors of Sustainable Concordia approved to allocate \$41,500 towards the creation of the sustainable demo investment portfolio, \$35,000 of which will be invested into a sustainably-aligned portfolio.

This year, we have analyzed over 100 companies in various sectors, screening both financially and through our developed ESG guidelines. During this time, we have had check-in meetings with our Advisory

Committee, who have offered professional insight on sustainable investment. We have also started creating blog posts to share the team's experience with the Sustainable Concordia community.

In working diligently on developing a portfolio, we have shifted our investment philosophy to include screened ETFs, Fixed Income and few handpicked stocks. This method will allow for more simplicity in management and knowledge sharing. Due to the change in investment approach, an updated Investment Policy Statement has been created. The next steps are to develop and simulate the Sustainable Concordia fund. This portfolio will be used to gain experience, show the Concordia community the possibilities of sustainable investing and engage interested groups and individuals in the process

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SIP's new logo!

# Resource Library

After the revamping last year, the resource library was up and running with active members from Concordia students and the community. Some new books that were added to the collection include *Braiding Sweetgrass* by Robin Wall Kimmerer, *The Revolution will not be funded* by INCITE! Women of Color against Violence, *Emergent Strategy* by Adrienne Maree Brown and *Soil not Oil* by Vandana Shiva among others.

The Web and Design Coordinator, Anghelos, created library membership cards for the

library, and worked with the Education and Engagement coordinator to digitize our entire library catalog and integrate it on Sustainable Concordia's website to allow members to view the collection and place hold on books from there. We even got ourselves a second-hand barcode scanner!

Feel free to browse the collection on our website, but the library is unfortunately not accessible for the time being due to the circumstances.

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Sustainable Concordia

About Workshops & Events Resources Get in touch!

Home Resources Sustainability Resource Library Library Search

Login to your library account

Search: Title for

Sort by: System Sorted Ascending

Search

154 Items Matched.

Result Page: << Goto Page 1 of 16 >>

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**Perspectives on Anarchist Theory**  
Institute for Anarchist Studies  
Call Number: ACT COL 2012
- 

**Organizing for Social Change: Midwest Academy Manual for Activists**  
Kimberly A. Bobo, Jackie Kendall, Steve Max  
Call Number: ACT BOB 2011
- 

**Toward 2012: Perspectives on the Next Age**  
Ken Jordan, Daniel Pinchbeck  
Call Number: MJC 100 2008

You can now browse our entire library collection on our website!

## Organizing Sustainability

Organizing Sustainability (OS) saw two cohorts this year (fall 2019 and winter 2020) with a total of 32 participants who completed the sessions. The updated version which was worked on at the beginning of last year by the previous Education and Engagement coordinator and the OS research interns was launched in the fall and the eight modules are The groundwork, Lay of the Land: environmental history and frontlines, Intersectionality, white supremacy and power, Campaign basics and facilitation, Tools for building community momentum, Messaging, media and online engagement and conflict resolution and community care. The updated version also

included group projects where participants created campaigns and presented them in the last session. Some of the campaign ideas included an awareness campaign on altering consumption behaviour towards certain products (Electronics, Produce and shelf groceries and Textile), a mental health 101 campaign for students as well as a zero waste food basket.

The Winter session was briefly interrupted by the pandemic but the facilitators (Duha and Leela Shamash) were able to continue the rest of the sessions online. The fall 2020 session which starts this month (September) will be entirely online.

## Sustain'Alive

After experimenting with a week full of events last year, Sustain'Alive this year saw a different approach of events scattered throughout the month (June) instead of one full week. Due to the pandemic, all the events took place online and explored questions like how does the way we converse with one another impact the world we live in? How can we build more resilient and sustainable social movements without burning out? How can we use storytelling to reclaim narratives that have been silenced and marginalized? And How can we ensure that our climate justice work is decolonial and in allyship with indigenous frontlines and communities. The events included *Settler Colonialism and Climate Justice*, *Storytelling for campaign organizing* and *Holistic Activist Communities* (two parts). We had a surprisingly large demand for some of these

events, and as a result we're planning on having more of those next year (read more about this in the surplus project section).



## The Dish Project

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**T**he Dish Project completed many of our long-term projects in 2019-2020! In August, after several months of consultation with a HSI M.A. candidate, we released an updated set of policies and procedures for our users. In September, we implemented a streamlined online ordering system that allowed our users to view photos and descriptions of items, select dates and times for pick-up and return, view our policies and procedures, and receive automated confirmation once bookings had been placed. In February 2020, after 5 years of negotiations and construction delays, the Dish Project moved into our new, accessible space in the Hall building. We also implemented some major organizational changes! In March, we hired our first paid employee to process the

20+ orders we receive a week - in the past, we relied on volunteer labour to facilitate our operations.

Unfortunately, COVID-19 has put our operations on pause for the foreseeable future. The closure of Concordia's campus to the public forced the cancellation of our annual Zero Waste Week and has slowed the Dish Project's absorption by Zero Waste Concordia. Representatives from the Dish Project, Sustainable Concordia, and Zero Waste Concordia are all working together to make sure that we'll be back soon. Our closure is only temporary and we foresee reopening by Fall 2021!

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## Internal Collective Care & Community Accountability

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**T**he beginning of the 2019 school year saw Sustainable Concordia making movement on a number of policies and organizational strategies to help us embody the social side of sustainability we had begun to more seriously explore in the previous year. Completing our psychological and sexual harassment policy in the fall, and our non-birthing parental leave and healthy and wellness policy in the winter, and preparing our community accountability strategy, we feel stronger in our movement towards the cultural shift that a comprehensive collective care and community accountability process entails.

In particular for our community accountability strategy, thank you so much to SAP coordinator Meredith Marty-Duglas, SC board member & CUCCR coordinator Anna Timm-Bottos, and CUCCR coordinator Arrien Weeks for developing the community accountability strategy SC used to help develop ours. Your work and influence has helped SC tremendously in our efforts to move towards a comprehensive cultural shift. While coordinator turnover and especially covid-19 has caused a delay in SC's capacity and therefore ability to further pursue said cultural shift, we have still made strides.

We've implemented a new monthly updates process to improve the communication between board and staff and improve the transparency & accountability from staff to board. We've created a bi-annual collective feedback form between all board members and coordinators to allow opportunity for board members & staff to give feedback to one another in order to help support, improve, and validate each others' presence and impact. We've created an offboarding process for board members to open space

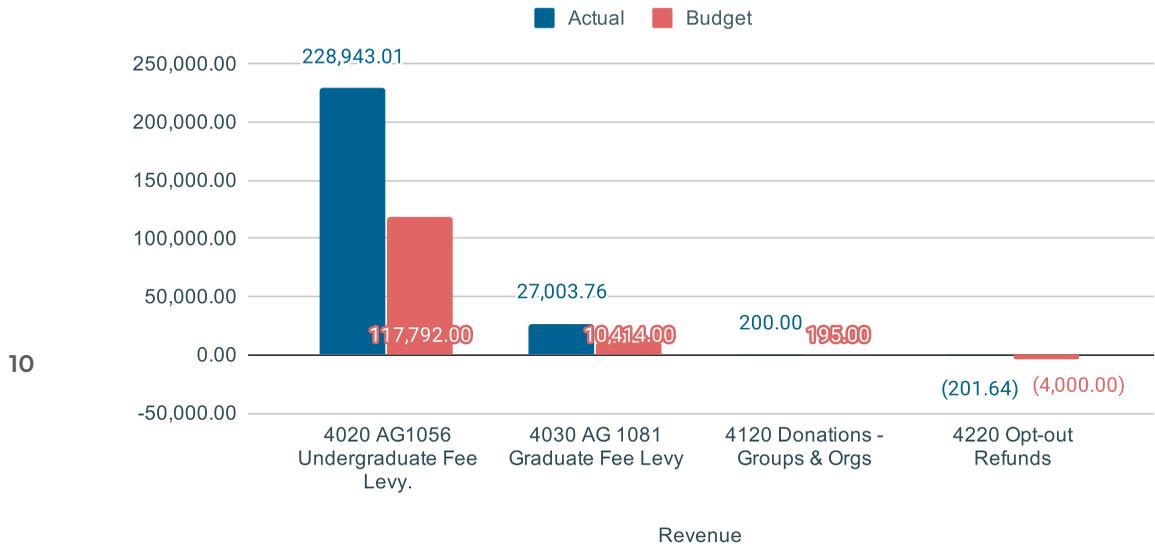
for critical reflection, organizational improvement and maintaining institutional memory, as well we updated our coordinator and board members onboarding processes to create a more comprehensive, accessible and effective transition process. Lastly, and critically, we've been participating in more conversations with other organizations in the Concordia sustainability community about anti-oppression, and ultimately how we can be, and do better to embody and fight for anti-oppression as a community.



The Elders contingent for the September 2019 climate strike, which we helped one of our board members organize

# Budget vs. Actuals 2019–2020

Budget vs. Actuals: Revenue

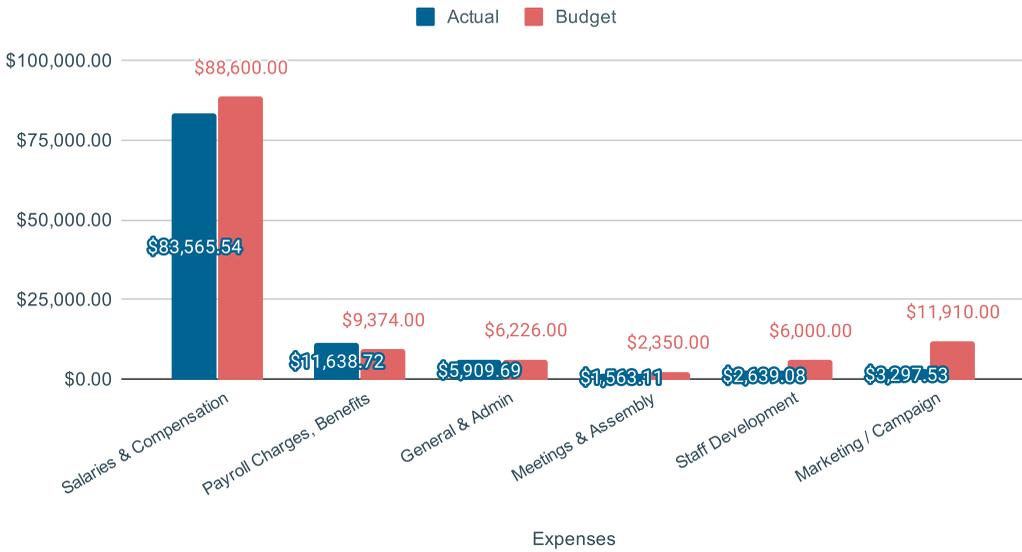


## Notes

\*Due to the circumstances presented by COVID-19, we have assumed a conservative 30% decline in revenues for the 2020-21 academic year. This has caused a major reconsideration of our spending, resulting in appropriate adjustments to budget line items.

\*\*Surplus Budget expenses are not included in the budget as they are not covered with this year's revenues.

## Budget Vs. Actual: Major Expense Categories



### Spreadsheets:

2019-2020 Budget to Actuals

2020 - 2021 Budget Proposal

# Surplus Projects

**A**fter many discussions regarding the future of our organization, the coordinators and board have worked towards developing a surplus budget allocation structure that follows our strategic directions. Below, you will find the allocation of these funds, as well as a brief summary of each of these projects being proposed for approval.

<Insert pie chart once board approves>

## Anti-oppression, Anti-blackness and Settler Decolonization workshops

A series of workshops exploring anti-blackness, anti-oppression, intersectionality and what it means and takes to truly decolonize our minds, our attitudes and our practices and how we can take individual and collective concrete measures to ensure that our spaces, our movements and our actions are anti-racist and divest from white supremacy. The series will harbour conversations around microaggressions, unconscious bias and critical thinking about BIPOC inclusion and allyship.

## What Does Sustainability Have to Do With...?

A workshop series where we partner with various groups /organizations/activists and explore sustainability through an intersectional lens. These will be free workshops and open to everyone. Examples of these workshops include: “What does

Sustainability have to do with anarchism?”; “What does Sustainability have to do with migrant rights?”; “What does Sustainability have to do with police & prison abolition?”; “What does Sustainability have to do with anti-black racism?”; etc.

## Sustainability Ambassador Program (SAP) Contract Extension

Sustainable Concordia has been working collaboratively with SAP over the last few years with the use of past surplus funds. With their original contract coming to an end this academic year and the fickle financial situation of the program caused by COVID-19, we are proposing an increase in this year’s \$6000 contribution to \$8000 and the extension of the contract by another year, promising \$6000 for the 2021-22 year. This year, the program will:

Develop and implement a 5-month long workshop mentorship program with Sustainable Concordia’s Internal Coordinator and Engagement Coordinator for 5 different groups of Ambassadors.

Collect sustainability data and sustainability on campus and transform it into engaging learning materials that Sustainability Ambassadors could use to educate their peers.

Strengthen collaboration opportunities with Zero Waste Concordia and its affiliates CUCCR, Precious Plastics, Food Cycle and the Dish Project.

Cultivate a virtual relationship with a dedicated group of Sustainability Ambassadors.

Strengthen the SAP infrastructure: Apply the new SAP Handbook with CUCCR, and prepare to do so with other interested campaigns.

Transform the SAP training into 3 separate, shorter training and explore virtual platforms through which the training can be offered. This will make the training more accessible since 3 hours is too much time on Zoom and more students will be able to register and attend.

## Sustainable Investment Project Extension

This proposal is to extend the funding for the Sustainable Investment Project. This additional funding will go towards covering internships focussed on research, the management of the portfolio and education outreach efforts. As the portfolio is nearing its stages of investment, this year will include the opportunity to discuss the value of SI with our community/surrounding communities.

## CUCCR Artist Residency Extension and Expansion

As part of their ongoing mission to change the culture of reuse, CUCCR is wanting to formalize their annual Artist Residency. In the past, this has looked like 8-10 undergraduate Fine Arts students creating work with CUCCR materials for 6-12 weeks during the

Winter and producing a show to be celebrated in March. Each artist has received a \$75 stipend and this is not enough and so, they would like to increase that amount to better reflect the efforts of these artists. They have also recognized a need to hire a curator and workshop coordinator during this time to help facilitate the organization and execution of this large event.

With this financing, CUCCR would like to reach out to artists and makers that are not only using reused materials, but who are also thinking about their practice through a more sustainable lens and are interested in sharing that message with others. The artists selected will be encouraged to put on at least one public engagement opportunity which will help continue the conversation.

Participants will have access to CUCCR's materials and team in order to create innovative works that explore care in material practices, and a consciousness for the Earth. Concordia students from any department, working in any medium will be encouraged to participate.

## Financial literacy training for organization's members

The objective of this would be to provide our coordinators and board members with a better understanding of general NGO operational finances. This will include getting better acquainted with financial jargon, understanding financial reports and processes in order to provide more accountability for financial processes, as well as a great learning opportunity for these members.

## DEFUND.CA Financial Support

As stated on their website, “Defund.ca was created in response to the ongoing violence and harassment in our communities around the world, this site offers several contact tools to help to call upon local and federal representatives to defund the police with just a few clicks. The intention is to allow for organizers and people taking action to have more time to take action in other meaningful ways.”. Through our support, this group can continue their work in defunding ineffective and harmful structures in Canada.

## Community Outreach

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This proposal will increase our community outreach budget in order to help organizations who are doing work which align with our organizational values. Especially during this financially insecure time, this budget expansion will provide opportunity to sustain other organizations.

## Contingency Fund

Contingency funds for non-profits are particularly important, as funding can be much more fickle than an entity who receives their income from the sale of goods or services. As we have witnessed during the pandemic, economic factors have been extremely volatile. This proposal will provide a safety for Sustainable Concordia in order to maintain its operations and ensure it remains accessible for students.

# Constitution Amendment Proposal

**A**fter a lot of discussion and reflection on the roles & responsibilities of SC board members, and the capacity that that entails, at our winter 2020 retreat we decided we wanted to expand our board size. As such, the following proposal will be voted on at our AGM:

Whereas article 5:1.1 of the Sustainable Concordia constitution states, “The BoD is composed of a minimum of 6 and a maximum of 10 Board Members who are elected at the AGM” we propose to amend the aforementioned article to now state, “The BoD is composed of a minimum of **8** and a maximum of **12** Board Members who are elected at the AGM.”

**Thank you for joining us!**



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