



Imprint

Your Stories, Your Voice

November 2023
Volume 1 Issue 4

WUSA's new
governance model:
Is it working?
P4

Warriors
Basketball season
preview
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What UW
students are
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Letter from the editor

Nadia Khan, Contributor

As I write this letter to you, I must confess that I am behind. On, well, just about everything. I haven't submitted my final project proposal for my Global Asian Diasporas class (sorry Professor Nguyen!), I'm roughly two novels behind in my Jane Austen class (VERY sorry Professor Connolly!), and I've yet to buy my best friend's birthday gift and a set of fake bangs so that I can dress up as Mia Wallace from Pulp Fiction. Halloween is right around the corner, and even as a lover of all things spooky and Winona Ryder, I've somehow managed to let this time of year slip past me.

A huge part of why is because of this magazine you're holding between your hands.

We at Imprint have been working tirelessly to prepare this November issue. As the newly-appointed Senior Editor for the magazine, my goal is to provide students with a clear snapshot of what campus is like at this very moment. What do students think, want, and feel?

Whether I'm in class or on Reddit, I often hear students say that WUSA doesn't represent them, and it feels fitting that this issue begins with an investigative article on WUSA's new governance model. Waterloo, contrary to what one would expect from its nerdy reputation, is filled with students who look like they've stepped right from a fashion catalogue, and so we decided to take a closer look at what students have been wearing this

fall. There are articles about the push to unionize on campus, what it's like to be an exchange student, the upcoming theatre production, just to name a few. I want students reading to see some aspect of themselves reflected in these pages whether their interests lie in sports, fashion, or student politics.

It is often said that UW has no culture, and while I once believed the same, I now know the opposite to be true: I've been genuinely moved each time someone walks into my office and tells me about what excites them not only as a writer or as a student, but as an individual. I aim to capture just how much passion exists within our student body, and I feel breathlessly giddy — and even a little nervous — knowing that you will be the judge of whether or not I have managed to achieve such a lofty goal.

This issue was a collaborative effort and I want to sincerely thank our contributors, copyeditors, and creative team, without whom I would have no reason to show up to my office and no November issue. I would also like to thank Miga Japanese and Korean for their vegetarian dumplings which were my *raison d'être* during every late night spent poring over articles and spreadsheets. God bless.

Lastly, I want to thank you (yes you!) for choosing to pick up this magazine. You didn't have to, and you did anyway, and having even one person to care makes this job feel so worth it.

“Food is national security. Food is economy. It is employment, energy, history. Food is everything.”

— Chef José Andrés

Chef José Andrés thinks food is everything. What do you think?

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Evaluating WUSA's new governance model

Past and present student leaders weigh in with their perspective

Charlie Dickson, Contributor
Nadia Khan, Senior Editor

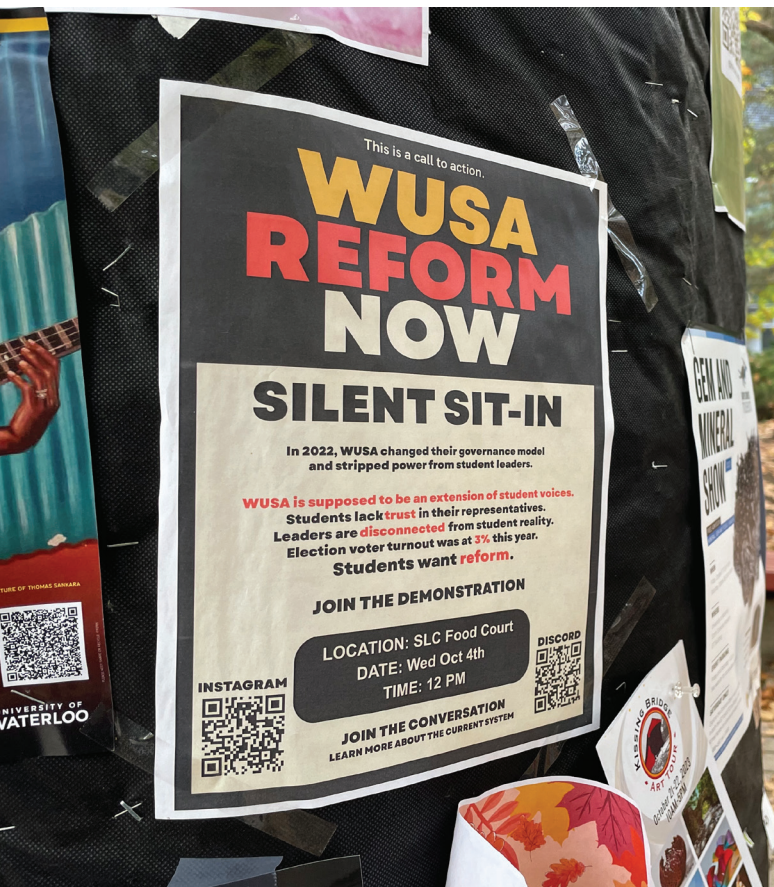
This term has been seen an emergence of public criticism towards WUSA's new governance system. Among the channels where this discontent has been raised is the Discord server "WUSA Reform," an informal group created to promote discussion and civil debate. On Oct. 4, several leaders associated with the WUSA Reform server carried out a protest in the Student Life Centre, during which students discussed pressing issues alongside certain members of WUSA's board of directors.

One grievance with the new governance model is that it has allegedly stripped power away from student leaders, a concern previously voiced by Stephanie Ye-Mowe, former 2022-2023 WUSA president. After her term as president, Ye-Mowe was elected as a member of the 2023-24 board, from which she later resigned. In her letter of resignation in July, they said, "I can no longer in good conscience support the adoption of a governance model that I view as promoting the exclusion of students from student government," in reference to new by-laws implemented last year.

The Creation of the New Model

On Sept. 1, 2022, WUSA officially instated a new set of by-laws that replaced its old constitution. This by-law reorganized WUSA's governance structure, replacing its previous institutions — Student Council and the Board of Directors, and Executive — with a single Board of Directors.

In 2014, WUSA, then known as the Federation of Students, commissioned a full governance review. In accordance with the 2020-2025 strategic plan, WUSA commissioned a second governance review in 2021, hiring the Halifax-based Risser & Hughes Consulting. The consultants produced a governance review report in 2022, recommending that the association transition to a "Govern-



ing Board-Permanent CEO corporate governance model.”

In an email to *Imprint*, Michael Hughes of Risser & Hughes said that the new by-laws had been drafted by WUSA’s corporate lawyers after the firm offered their input.

Abbie Simpson, chair of the WUSA Board of Directors from 2021 until stepping down as chair of the Board in July 2022, told *Imprint* over email that she originally pushed for a governance review after the alleged poor treatment of her executive team by staff and students. She refused to provide further detail on who was behind this alleged treatment.

“I was concerned about executive well-being in the future, as well as our ability to collaborate with our student volunteers in the Service Centers given their treatment by [the] Students’ Council and students at large,” she said.

The governance review highlighted several challenges present in the previous model, based on focus group and interview responses from 30 current and former staff and student leaders. Respondents generally believed that the model was “excessively robust,” that students were disconnected and not aware of how it functioned, and that governance issues were systemic rather than personal.

Benjamin Easton, 2021-22 WUSA president, told *Imprint* in a written statement that in the former governance scheme, “at times, the roles could feel like they existed just

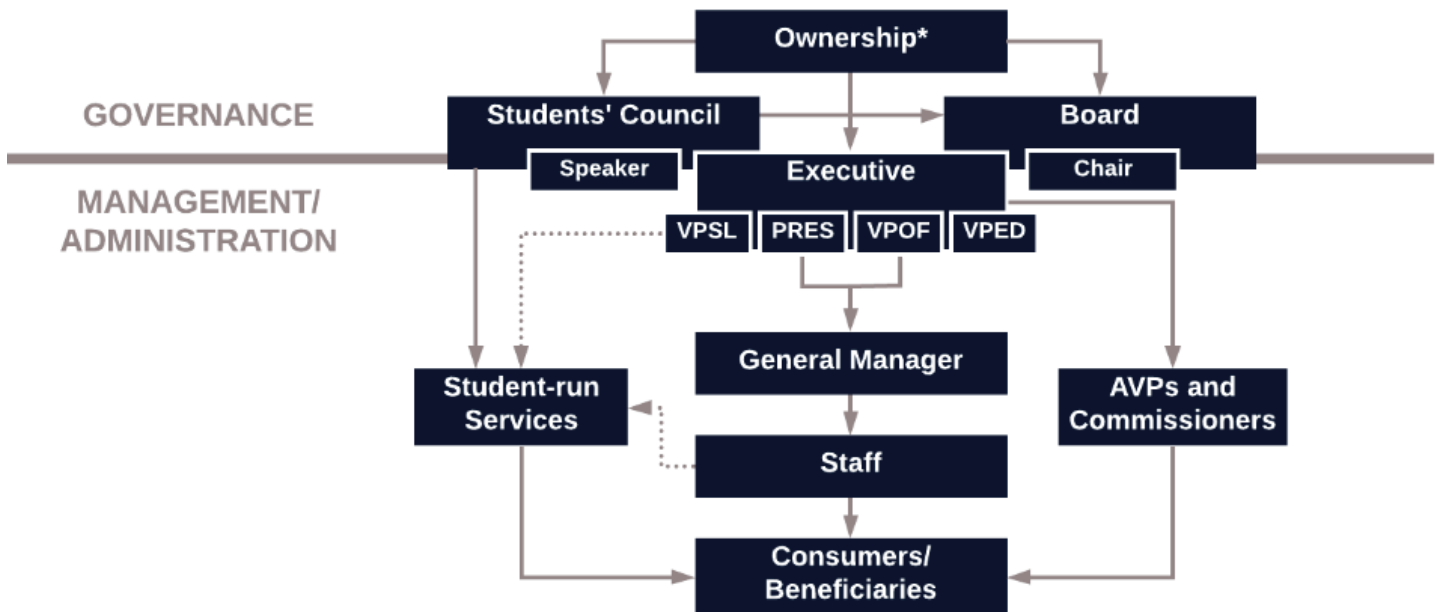
to justify why things had happened, rather than making change.”

One of the summary findings in the governance review similarly mentioned that interviewees felt that “the majority of the communication is done on a reactionary basis to deal with specific issues that arise.”

Easton added that the complaint of students’ lack of control over the organization is not a new one. Changing the old model was a topic of interest for at least eight years preceding the governance review.

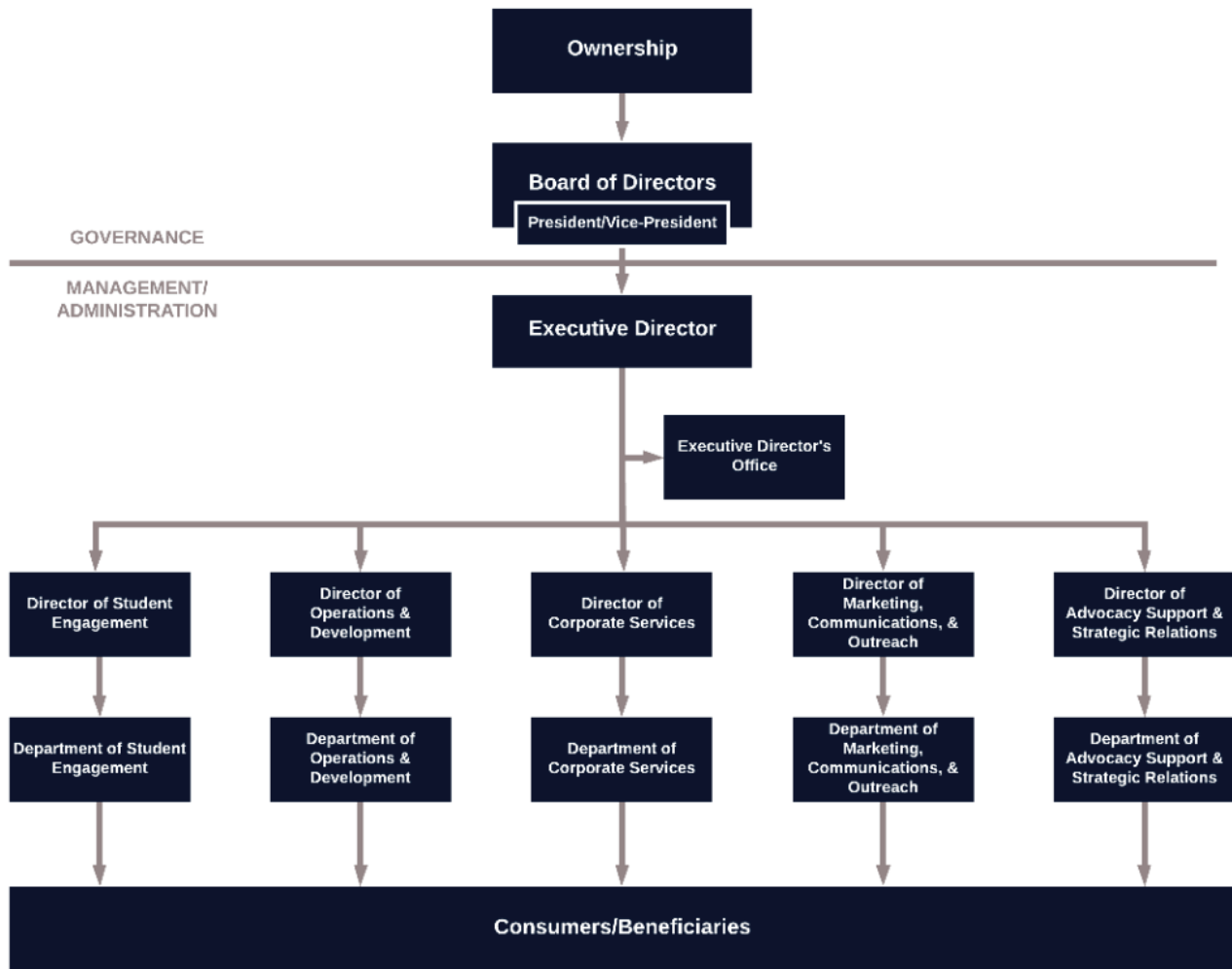
To confirm the transition to the new system, a four-month extension to WUSA’s governance term as well as a reduction to the number of people needed for quorum at general meetings was approved at a Special General Meeting (SGM) in February 2022. A motion in favour of the new governance model was to be raised in March and May 2022, but the matter was not brought to vote.

At a June 2022 SGM, the motion was raised again, and this time, it passed by a vote of 103 to 9. The new by-laws became official on Sept. 1, 2022, the same day the new Board took office. On this day, the former executives, Board of Directors and Students’ Council were dissolved, replaced by a Board of Directors made up of 13 members, headed by a president and vice-president.



*The Ownership elects individuals either through annual or by-election processes or general membership meetings.

Old Governance Model as Shown in the 2022 WUSA Governance Review



New Governance Model as Proposed in the 2022 WUSA Governance Review

**The New Governance System In Practice
Transitional Issues**

Jeff Zhu, currently serving in his second year as member of the Board, said in an email that the immediate transition to the model has been “marked with difficulties.”

“Since fall 2022, WUSA has been continuing to repair gaps left in the wake of the governance restructure,” Zhu said. “This has been frustrating for student leaders who want to get things done because rebuilding processes and systems takes time, but is a consequence of such dramatic change.”

Zhu also stated that student leaders and staff have been working together to “iron out the kinks of the transition.”

Lack of understanding allegedly contributed to the feeling that the Board was unable to perform important leadership tasks. Having undergone a period of rapid transition, certain board members felt powerless in achieving their goals in office.

Rania Dattoo, a director on last year’s Board, says that she was not provided proper information on the new model

or board in general, adding that how WUSA worked was always “very ambiguous.”

Dattoo says that it felt like the Board had not been able to enact “meaningful change” because of how the governance model worked, and because many changes were being made simultaneously during the transitional period.

Naman Sood, another director on last year’s Board, recounts their experience advocating for increased funding for clubs.

“Once we got in, we tried to make that happen, but operationally, things felt like such a mess. It was hard to figure out who to talk to for a proper analysis of where money was going and how it could be spent better. We wanted to get our ideas out there, but we couldn’t figure out how.”

There is no consensus on whether difficulties in carrying out operational tasks that fulfill advocacy goals are due to the newness of the governance structure or the nature of the structure itself.

In a statement issued by then-president Easton on Dec. 10, 2021, he said that the change to the governance model

was being undertaken to “help [WUSA] create an accessible, accountable, transparent and democratic governance system.”

Current director Tham Sivakumaran does not believe that these objectives have been met but clarifies that she doesn’t think it’s “necessarily” because of the new structure but rather because of its novelty.

Zhu said that roles and responsibilities for Board members are still being figured out.

“Where previously student executives were responsible for everything in a defined portfolio, leaders are now loosely apportioned to different focuses through committee work and external assignments.”

Zhu continued: “Execution falls under the responsibility of the Executive Director, who assigns work to support staff. This means that even today we’re figuring out how student directors can best succeed in their roles: adapting based off the needs of students and the organization.”

A Necessary Change?

Simpson said that although she did not push for the current structure, she did advocate for the governance review.

“I saw value in trying a new model that better utilized staff and reduced stress on student executives who often were hindered by day-to-day tasks, so they could focus on long-term planning and student advocacy instead.”

WUSA president Rory Norris said that the Students’ Council was struggling leading up to the governance restructuring.

“During the final years of council before the governance change, the total number of people on the council was around 40, which you can imagine created problems when it came to scheduling, problems with quorum, problems with by-elections and students not running for council positions and meeting length.”

Sood commented that part of the reason for transitioning away from the old model was due to “really low” student engagement.

“It still is — but it was really low. And one of the problems that we were running into was that we had a lot of positions for student leaders, and a lot of them would stay empty all the time.”

Focus group respondents thought that low engagement combined with an “excessively robust” set of roles and responsibilities made the old system “feel obsolete.” However, while the new model was meant to increase voter turnout, this year’s WUSA general election records the lowest voter turnout in a general election since at least 2014, at 3.28 per cent.

During his time as president, Easton said that “the new model is conducive to [increasing voter turnout].”

In hindsight, Easton believes that it would be “disingenuous” to say that governance changes alone caused the historically low turnout and further added that “the 3 per cent of students who decided to vote were given a greater variety of candidates than may have under the old model.”

Students’ Council

Zhu commented on the governance restructuring and elimination of the Students’ Council.

“On one hand, there are many advantages to this, but in the past, Council fulfilled the role of a forum dedicated to student representation and opinion, making complaints visible. That function hasn’t quite found a home yet in the new model — the Board is jointly responsible for representation and corporate affairs (including legal and fiduciary duties) which sometimes constrains its words and actions.”

For the former Students’ Council, the responsibility of representation and consultation with students was explicit. Article 8.1 of the old by-laws included the mandate that councillors must “actively engage and consult with students regarding the undergraduate student experience.” This mandate is absent from the current by-laws.

WUSA director of communications Melissa Thomas said that in the Board Policy Manual, Article 5.1. states that a Board director’s role is to “continually improve their understanding of the ownership’s collective will.” As part of this collective will, “their role [is] to engage with the membership and know what’s important to students.”

In an Oct. 4 speech at the WUSA Reform protest, speaker Hannah Vines said that the new system is not able to address the current climate. “We need a student union willing and able to listen to our evolving concerns to keep us satisfied and meet the changing needs of the population.”

The consultants recommended that “the new role of the president shall be to be the chief representative and advocate for the student body.” The Board policy manual only explicitly mentions advocacy as a presidential duty in the context of “university governance.” Under the new governance model, the executive director of WUSA is now the CEO of the corporation, whereas this was previously the position of the president.

The Board’s Fiduciary Duty

A fiduciary duty is the legal responsibility to act solely in the best interest of the corporation – and in this case, it has repeatedly been cited as a barrier that board members face when attempting to represent students. Directors Zhu and Alex Chaban told *Imprint* that they could not make certain

statements because of these duties to WUSA.

Chaban said in a written statement via email that “one of the largest difficulties that [he has] faced relating to governance is the balance of being an elected student representative while also maintaining a fiduciary duty to WUSA. This dual role can be a difficult balance to take on, one that may not have been fully recognized during the governance change.”

WUSA Reform leader Akash Narshana and other activists were concerned that this places constraints on Board advocacy.

“The current Board of Directors, including the president or vice-president, are less able to perform meaningful student advocacy as a result of the fiduciary duties that all the directors are bound by,” Narshana said.

Sivakumaran said that although this was still a “work in progress,” the advocacy role that Council previously held is now being channeled into other departments of WUSA.

“There are other places in WUSA where you can bring advocacy positions forward. And in a sense, that’s where council has gone — it hasn’t disappeared.” She mentioned examples such as an advocacy committee that consists of five directors and three at-large students, as well as the advocacy department that now employs six full-time staff members.

Sivakumaran also said that the current Board is not intended to be a replacement for the council.

“As a Board member you have a fiduciary duty to WUSA, and you are required to make these big decisions, but you’re not the do-er,” she said. “If there’s a topic that you’re passionate about like sustainability, or housing, there are other places in WUSA where you can bring those forward.”

Zhu further explained that Officers and the Board are no longer “do-ers”: execution now falls on new student roles embedded into the staff structure like the new Student

Advocate Support roles.

Division between Operations and Governance

Zhu said the individuals tasked with governing WUSA through voting and high-level directing (the Board) are no longer in charge of making day-to-day operational decisions.

Sood explained the rationale behind this change. “It was a really common belief among the executives of the past that they were not qualified for the responsibility that they had. Like the VP of operations and finance would handle all sorts of financial stuff for us, without really having a background in finance necessarily. The previous executives recognized this problem, and the new model came as a response to that.”

However, under the new model, Board members highlighted ambiguity surrounding the extent to which student leaders can exert power over WUSA’s general operational activities.

Sood said that certain consultants and Board members trying to facilitate the transition to the new model told them that their agenda was “too operational,” and to not “worry about that stuff.”

Sivakumaran said that when she was working on a consultation document related to the university’s recent co-op renegeing policy changes, there were concerns that she was doing “staff’s work.”

“My concern was that staff didn’t have the capacity to get the document done in time because it was time-sensitive,” she said. “Ultimately, I brought it back to staff for editing. But there was still a question of what is board’s work and what is staff’s work, because staff is there to support board, and board is there to provide the student perspective. So where does that balance lie?”

The minutes (section 8.1) of the May 31, 2023 Board meeting reveal ambiguity surrounding this balance when Ye-Mowe asked why the Advocacy Specialist position



did not go to the board for approval as usual. E. Wingate confirmed that the new policy manual does not require that job descriptions receive board approval before posting, and Ye-Move flagged for board's information that job descriptions typically go to board due to the financial implications attached to bringing on new roles.

Thomas said via email that the financial implications of jobs "have always been and still are approved by the Board," but that staff creates the new job descriptions under the new model.

Datoo said that last year she felt like every time she tried to push something forward, she was met with perpetual delays.

"The organization kept saying, 'Oh, this is an administrative issue, and therefore it does not follow the board's responsibilities.' So every time we tried to push towards a change, if it was considered an administrative issue, then we would not actually get the resources or the guidance that we needed to enact said policy change or any sort of increased student support."

Sivakumaran suggested one possible solution to advocacy concerns could be hiring more students as staff.

"You want Board to speak for students. But you also want to let staff do their jobs because their jobs help make Board's job easier. If students are part of staff, then you get student voices on each side, and you get those different perspectives you need."

Zhu felt similarly. "I feel like it'd be a good idea to explore students working for the organization. We have them in part-time roles, yes. But we could potentially enable more student positions, especially on the advocacy fronts."

The Governance Model Moving Forward

According to Zhu, the Board will be launching town hall-style roundtables to actively engage students in next year's annual planning process, to ensure that the student body's voice remains central to shaping WUSA's priorities.

Norris confirmed this. "Going forward we are looking at ways to continue [WUSA Reform] discussions through things like Town Halls and other events where students can come out, meet with the board members there to represent them."

"WUSA is by students, for students," Sivakumaran added. "It's just not as clear as it used to be, but it's still there. And that's kind of the point of the roundtable: to recognize that it's still there. It just looks different."

Whether or not looking different, translates to being different, is the source of ongoing debate. This issue could hit the debate stage in February ahead of WUSA's 2024 elections.

Arya Razmjoo, a second-year student, said that he is planning to run for WUSA president alongside a team of director candidates. When asked if he is running on a WUSA Reform platform, he said "it's complicated." Razmjoo stated that if he gets into office he would conduct a full investigation of the institution to identify areas of concern and potential inefficiencies.

"I want to first investigate the institution from the inside to see what is lacking. What are the inefficiencies?" he said. "We will make necessary changes to ensure that the system is actually working and we have the student voice prioritized." He further stated that one policy focus will be to create an independent HR department, separate from university administration.

Razmjoo said once in office, he would not completely change the current governance model but rather look into streamlining it by making minor changes.

A candidate running on a platform that includes structural change to the governance model has not yet been confirmed, but Vines said, "We are in talks with some people about collaborating on platforms that revolve around WUSA reform."

The first WUSA roundtable will be on Nov. 14 at 5:00 p.m. in the Black and Gold room.



Take a walk on the Wild side!

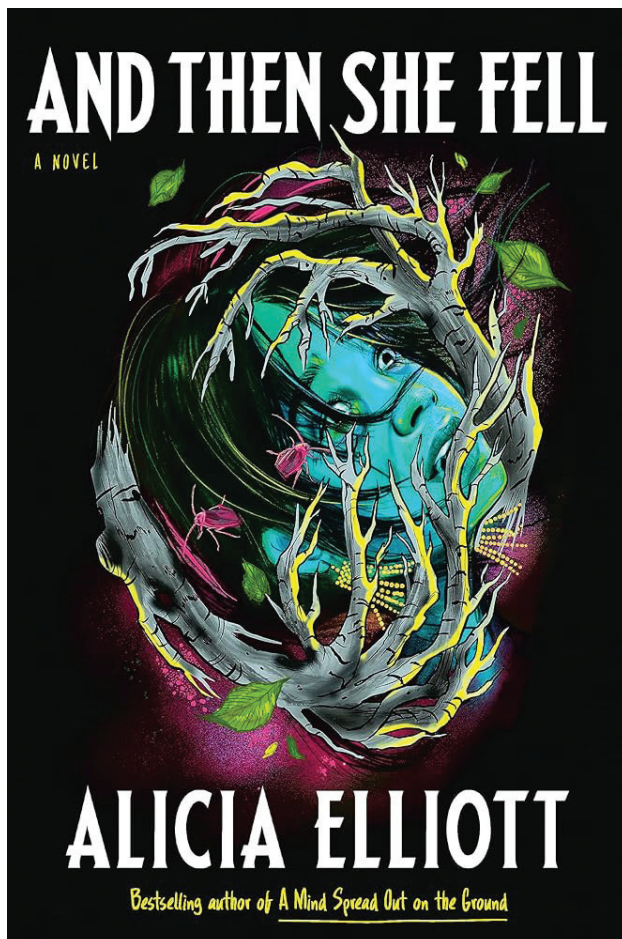
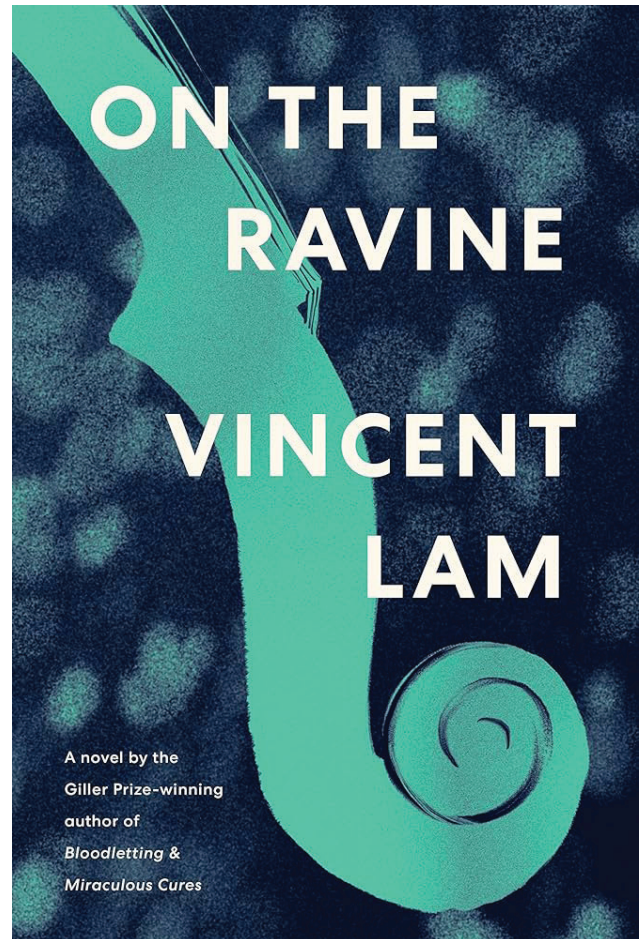
Andie Kaiser, Senior Editor

The annual Wild Writers Literary Festival is just around the corner, bringing with it a selection of celebrated books by Canadian authors. Founded by The New Quarterly, the Balsillie School of International Affairs, and Words Worth Books, it took place from Oct. 27 to 29 right here in Waterloo. Readers and writers can gather for book readings, workshops with authors, and panel discussions. Here are a few of the novels that will be featured at this year's festival.

On The Ravine by Vincent Lam

Lam's latest novel *On The Ravine* explores opioid addiction and draws from his own experience as a physician. It tells the story of a doctor and his violinist patient, both of whom are impacted by the opioid crisis.

Scotiabank Giller Prize-winning author Vincent Lam will be one of the authors featured at the festival's opening showcase entitled "Urgent Care Required," where Lam will read from *On the Ravine*. The discussion, moderated by UW associate professor Vinh Nguyen, will explore how fiction uniquely allows us to make sense of crisis.



And Then She Fell by Alicia Elliott

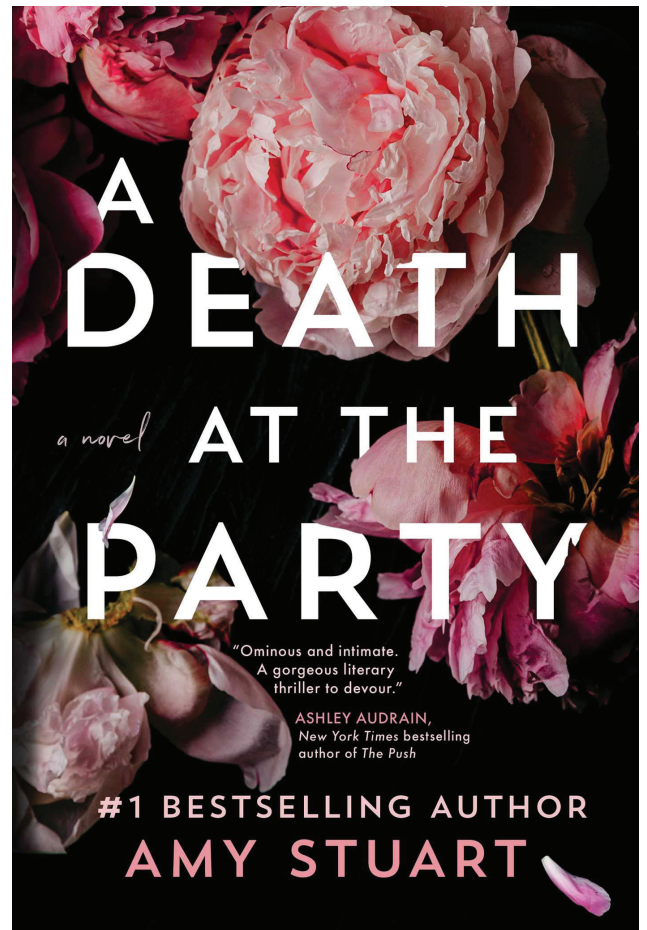
And Then She Fell follows Alice, a young Mohawk woman who has recently moved into a wealthy Toronto neighborhood with her husband and daughter. After Alice begins to experience strange occurrences, like unexplained voices and lost bits of time, she can't rid herself of the feeling that something is very wrong.

Author Alicia Elliott, who won gold in the essay category at the 2017 National Magazine Awards, will be reading from *And Then She Fell* at the festival's opening showcase. The Wild Writers website describes the novel as an exploration of "inherited trauma, womanhood, denial, and false allyship."

***A Death at a Party* by Amy Stuart**

Set over the course of a single day, Amy Stuart's latest novel *A Death at a Party* depicts devoted family woman Nadine preparing for a party that goes "dreadfully wrong" when she finds herself in the basement, standing over a dead body.

At the festival event entitled "A Deadly Invitation," bestselling author Stuart will discuss her approach to writing suspense and dive further into her latest thriller with David Worsley, co-owner of Words Worth Books..



***Fire Monster* by Pauline Conley and Anita Lahey**

Set in a fictional version of Main-à-Dieu, Nova Scotia, *Fire Monster* explores the 1976 wildfire which caused catastrophe within the local community. It explores "the aftermath of tragedy, the frayed bonds of friendship and family, and redemptive power."

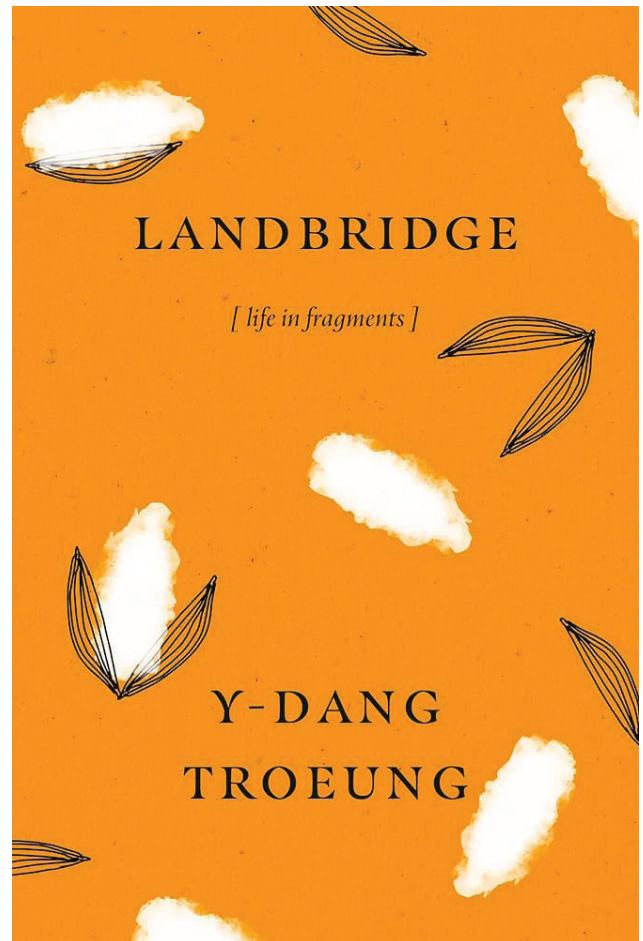
Co-authors Pauline Conley and Anita Lahey will attend the festival to discuss the construction of their graphic novel *Fire Monster*. Moderated by UW professor Lamees Al Ethari, the discussion will explore how the authors included visuals and verse within their work.

***Landbridge* by Y-Dang Troeung**

Landbridge moves through time to tell the stories of Troeung's parents and brothers, who lived through the Cambodian genocide, her grandparents and extended family, her childhood in refugee campus and rural Ontario, her young son's illness, and Troeung's own diagnosis with a terminal disease.

A collective discussion at the festival will celebrate the life and work of Y-Dang Troeung, whose 2023 memoir *Landbridge* was published posthumously after her death in 2022. The festival discussion will "explore what it means to write about genocide, race, migration, illness, and motherhood."

For more information about the festival schedule and books listed, visit wildwriters.ca.



CAMPUS CONVERSATIONS

A WUSA Roundtable to Elevate Student Perspectives

Your feedback matters.

Join the dialogue! Ask questions and share your perspectives directly with your Student Representatives from WUSA's Board of Directors.

**NOVEMBER 14 5:00PM - 6:30PM
BLACK & GOLD ROOM (SLC)**



RSVP to attend



A tale of two teams

How the basketball pre-season sets the Warriors men and women's basketball teams up for Ontario University Athletics (OUA)

Avitej Singh, Contributor

With OUAC's regular basketball season just a week away, it's time to recap the results the men and women's basketball teams have presented in the pre-season thus far. This is a tale of two teams, in opposing forms and record.

The men's team, which had a slow season last year, continued in similar form into the pre-season. In the 2022-23 OUAC season, the team only took three wins in the 22 regular season games with a -300 point difference in the 19 losses incurred. The men's team would be considered the second-lowest ranked team with their 3-19 season after Laurentian University.

The men's team found themselves facing similar problems as last year. In the 10 pre-season games, considering both the OUAC pre-season and pre-season tournaments, the team has taken no victories. The closest they came was at Physical Activities Complex (PAC), where they lost 68-67 to Concordia during the second game of the Don McCrae Naismith Classic (a re-named version of the annual Naismith Classic that pays tribute to legendary Waterloo

basketball coach Don McCrae).

The women's team, who led the Western Conference against teams like Guelph and Windsor in the 2022-23 season, found similar success to last year. They had 17 wins and five losses with a +230 point difference, second only to McMaster's Marauders. However, both McMaster and Waterloo were knocked out in the semi-finals of last year's post-season.

This year, the women's team aims to preserve their progress from last season.

In the eight pre-season games, they took six victories, losing two games at the Mickey Place Memorial Basketball Tournament at the University of Prince Edward Island to Acadia and the University of Saskatchewan. At the Don McCrae Naismith Classic, they took three back-to-back wins, which were preceded by another pre-season win at their home court in PAC.

The most dominant show of victory thus far has been game two of the Don McCrae Naismith Classic, where the Warriors went 67-30 against the York Lions. The game saw some of last year's strongest players performing in sync: Jaime Newell, Ghiselle Poblete, and Summer Pahl scored 15, 11, and six points respectively, with Poblete's four steals displaying defensive abilities alongside her offensive prowess.

When asked about the Naismith Classic and the pre-season, the







women's basketball coach, Jessica Roque, said that she was "very pleased" with her team's performance.

"We knew coming into the pre-season there would be a lot of areas for us to grow in as a new group," she said. "We are still learning the potential of our team, but what we have been able to accomplish thus far is commendable."

Rocque added that the Don McCrae Naismith Classic is always a great way for the team to sharpen up at home and prepare for the regular season.

"Looking ahead to Hoopfest, we will have the opportunity to play some of the top contenders in CanWest in the host city for this year's National Championships. I know this travel opportunity will set us up for success when we kick off the OUA regular season on the road vs. York."

The regular season starts in early November. On Nov. 3, both Warriors basketball teams will be playing against York, and looking to make a strong impression against their opponents to set the tone for the upcoming 2023-24 OUAC season.



Fall Slaybook

The ins and outs of what's **in** and **out**

Georgia Berg, Contributor

WE'RE CONFUSED. Every aspect of fashion moves at warp speed. The internet has become a catalogue of a million shallow aesthetics (think of just about any word, and then add the suffix “-core”). Influencers promising they have the ideal scheme to perfectly match your colour palette, body type, or style essence are a dime a dozen. ZARA replenishes their entire catalogue faster than my period cycle. It's hard to nail down a seasonal trend, but that hasn't stopped any of us from trying.

I interrupted a group of well-dressed girls (Saman Zaidi, Sinead Costello, and Caitlin Roehrig) at lunch to ask where they're getting their style inspiration from. They gave me a laundry list of nostalgic movies and television shows featuring well-dressed characters: *Gilmore Girls*, *Practical Magic*, early 2000s Disney Halloween specials, *Charmed*, and *Sabrina the Teenage Witch*, to name a few. Nothing recent, if you didn't notice. It seems the pre-9/11 HBO show look is in. We long for a time when fashion was more of an everyday subtle art than a port to access one's identity. Gone are the days of having rhythmically released, communally consumed content. You can't ask your friend if he picked up the newest issue of *VOGUE*, or if she saw what Carrie Bradshaw wore last night. Now, any real “moment” in fashion is immediately responded to by the advent of a hundred sickly mimics from fast-fashion laboratories: you can look like a sweatshop version of Taylor Swift from head to toe for \$35. In our desire to return to a simpler time, we may find ourselves soothed by a blouse found on the \$10 rack at White Tiger Vintage. I say embrace it!

Uggs?
Out!

Doc Martens?
In!

As the weather becomes colder, clothes must become more functional, especially outerwear and shoes. A lot of creativity comes in reaction to restriction, and fashion is no different. Being able to layer brings a whole new dimension to our wardrobes. It can be a tangible comfort to finally slip into your sweater. I stopped Sofia Gandola and Martha Mengesha on their way to the library to see if they had any burning hot takes.

“I was really excited to wear sweaters the whole time. I was trying to force myself into sweaters, like, the first week of school,” Gandola shared.

“I fuck with a turtleneck,” Mengesha added.

In the realm of shoes, tried and true leather boots are dominating Ring Road. “Invest in a Blundstone, or a Doc Martens,” Gandola advised.

“Timberlands,” Mengesha added.

Uggs are out, said just about everyone, lingering on a mental image of a damp suede bootie. You’ll notice all of these options were once considered solely workwear.

“We’re much less formal now, and workwear is the one thing besides formal wear that comes from a long



Knee-high socks?

Out!

tradition... Boots are supposed to make you feel rugged, and strong,” my all-too-fashionable boyfriend Parsa Salimi informed me. So workwear boots might allow us to tap into a tradition we wouldn’t inherit otherwise.

I experienced a speedrun of the five stages of grief when it was rightfully proclaimed that knee-highs are out. The next day, I wandered campus aimlessly in search of someone in a pair of frilly cotton knee-high socks. I came to accept their reign as the chic sock of choice is over when I realized how many people were wearing bold, geometric-patterned tights, often in combination with wide hems and narrow shoes. They’re at once striking, functional, and sophisticated. Tights are also cheap. I get mine at the Dollarama on King Street.

For outerwear, bigger is better this fall. “I think I just like the look of big and baggy for fall especially. You don’t need to be tight for winter when everything needs to be closed up,” Zaidi shared. That means looser silhouettes, stronger shoulders, longer lengths, and solid colours.

“Scarves of any size,” Roehrig advised. Play with flared hems or prominent shoulders. While fashion magazines are calling for blacks, reds, and metallics, any hue will do as long as it is dramatic.

Want to try your hand at something played out? What might be most important is your commitment to the bit. Take the “Christian girl autumn” look: big hair, clunky scarves, long suede boots over skinny jeans, floppy hats. The quintessential pumpkin-spiced-latte ‘fit.

Mengesha said that the look wasn’t for her. “But if you’re doing it full, then get into it. Get into those long boots.” After all, nothing under the sun is new — it’s all been done, then done again ironically, and again post-ironically. It’s not worth wondering if things are cringe or overplayed anymore, so long as you have the moxie to go through with it. So whatever you do, you better commit to the bit.

Scarves?
In!



Andrew Yang



Moxie?

In!

Turtlenecks?
In!



Baggy?
In!



Layering?
In!



Newly Canadian

Louis Lindsay, Contributor

Here I am, only half a semester into my year abroad at UW, yet it feels like a lifetime ago when I stepped on a plane at London Heathrow with my eyes on the Atlantic and back to the University of Exeter. As an exchange student, I was worried I'd find it difficult to make friends and to adjust to life in Canada. Thankfully, I was wrong. For an entire week, exchange students had the run of the place, arriving ahead of the regular Waterloo students.

Without the hustle and bustle of the university running at its usual tempo, it was easy to meet others in the same position as myself. Almost immediately, I was added to an exchange student group chat, and it wasn't long before we started planning trips. I never could've predicted traveling to Toronto on one of those first weekends, watching the sun darken behind the CN Tower next to people I'd only just met. Before I knew it, I found myself with an amazing group of friends from France, Germany, Switzerland, and the Netherlands. Together, we're basically a mini-Europe.

Lena Kunert, an exchange student from Germany, described how a year abroad “feels like a family trip but with people from different countries.”

“[You make] so many good memories with people you feel like you've known much longer than you've actually known them,” she said. Throughout our conversation, it soon became clear that her time in Canada had in many ways mirrored my own.

Chatting with a few local Canadians, I gathered that ice hockey is to Canada what religion is to most other countries. England is many things, but hockey-obsessed is not one of them. Between the climate being too mild for ice and football being the most popular sport, ice-hockey has never gained much traction in the UK. I knew that if I didn't try it here, I probably never would. With this in mind, I splashed hundreds of dollars on comically large pads, ice skates, and a hockey stick taller than I could ever hope to be. I expected to embarrass myself. What I didn't expect however, was that the university would see my application to join beginners and decide to sort me into semi-competitive hockey! Without

any training (save a few quick YouTube tutorials) I found myself on ice for the first time in years. Let's just say I wasn't the next Sidney Crosby.

Most recently, 12 of us travelled to Bruce Peninsula National Park. The trip had many amazing moments, but the highlight came in the form of overriding my better judgement to jump off a cliff into Lake Huron. Amusingly in hindsight, we mistimed our hike back from Lion's Head on the second day. By the time we finished swimming (or attempting to swim) in the surprisingly icy water, the sun had set, and we hiked in near pitch-darkness through the woods back to the car. The 31,000 steps recorded on my Health App will forever remind me of our poor planning that day.

This first half of the semester has been a surreal journey filled with countless surprises. I may not yet be an NHL superstar or a Tim Hortons employee, but day by day, I feel myself becoming more Canadian.

“I may not yet be an NHL superstar or a Tim Hortons employee, but day by day, I feel myself becoming more Canadian.”

This experience has been unique, not only in what I've seen, but also emotionally. Being Europeans so far from home, this shared adventure has brought us all together in a way that wouldn't have been possible from the comfort of our own countries. In the coming months, I hope to experience everything else that Canada has to offer, whether that's tasting maple syrup from Quebec or watching a Blue Jays game. In any case, it's already been an experience to remember.



Unionization at UW

When students are so busy achieving the next mile-marker in their education or landing the perfect co-op job, “organizing collectively can become more difficult,” OrganizeUW member said.

Nadia Khan, Staff Writer

When it comes to unionization, UW lags behind other post-secondary institutions across the province and nation. It remains one of the few universities in Canada, and the last university in Ontario, to not have a union for its graduate student employees.

“Unionization is definitely something the university should look into, especially because a lot of people are paying money to come from all over the world.”

“Unionization is definitely something the university should look into, especially because a lot of people are paying money to come from all over the world,” agreed second-year student Mariam Tawfik. “It’s something that will help us, and something that we expect from our university.”

OrganizeUW, supported by the Canadian Union of Public Employees (CUPE), is a grassroots campaign that aims to unionize academic employees at UW. The union drive first started three years ago, partly through students serving on the Graduate Student Association (GSA) Council.

“Students found the Graduate Student Association wasn’t able to have any impact on our pay and benefits from UW so there was a union drive launch from there to remedy this to give us the tools to actually bargain,” explained Andrew Reeves, another OrganizeUW member and recent physics and astronomy graduate.

CUPE / Canadian Union of Public Employees

 **GRADUATE STUDENT ASSOCIATION**
UNIVERSITY OF WATERLOO



In January 2021, the GSA published a letter in support of the then-new student-led unionization campaign, OrganizeUW. Two years later in January 2023, sessional instructors at UW successfully filed for unionization.

Filing for unionization is the first step in forming a labour union, which is a democratic body of workers.

“They’re usually broken down into bargaining units, groups of workers that do similar work, student workers that do teaching and research assistant duties during our studies,” Reeves said.

After filing for unionization, the bargaining process can then begin.

“The bargaining process looks like electing representatives who will stick for us if issues arise but also who will represent us during the bargaining process where a collective agreement is formed and negotiated with the employer and is always voted for in the end,” Reeves explained.

OrganizeUW member and English PhD student Kavi Duvvoori believes that unionization is “definitely much more in the conversation now” among university students for several reasons.

For one, there are many high-profile organizing campaigns in North America – from the writers strike in Hollywood that just ended, and the week-long strike this June where more than 3,000 Starbucks employees from over 150 locations protested the ban of Pride Month decorations in their stores. In July 2023 alone, graduate workers at Stanford University and graduate academic assistants at the University of British Columbia both voted to unionize.

Duvvoori also thinks that the broader climate in which “the increase in cost of living for many, especially with that affordability of housing and other cost of living issues — has led many more to think about what we have to do to change that.”

According to Duvvoori, another motivation for unionizing was knowing that there were legal protections in place throughout the bargaining process that position student workers on equal footing to their employer. Some of these protections include the right to collective bargaining and the right to retaliation.

“Our campaign now is to unionize TAs and RAs on campus,” Duvvoori said. “Sessionals at UW filed for unionization through a successful campaign through OrganizeUW and are starting the process of bargaining

their first contract. Facility workers and food workers have a union local here as well.”

Imprint reached out to UW Food Services and the St. Jerome’s University Academic Staff Association (SJU ASA), both of which are unionized, for comment.

On behalf of Food Services, UW senior manager of media relations and issue management David George-Cosh said that the university is “committed to supporting [their] staff’s well-being — professionally and personally, and [they] have historically enjoyed excellent relations with our teachers, researchers and staff.”

George-Cosh added that “while [they] respect our staff’s right to organize, [they] do not believe that unionization is necessary to maintaining this strong relationship.”

The SJU ASA did not respond to *Imprint’s* request for comment.

“This school is world-renowned, and people from all around the world come here for their programs,” said second-year student Bishoy Abdelnour. “I think that there should be a union here, and that’s just the bare minimum.”

One explanation Reeves suggests for UW’s lack of a union for its graduate students is the entrepreneurship mentality the university is known for. When students are so busy achieving the next mile-marker in their education or landing the perfect co-op job, “organizing collectively can become more difficult.”

“Some of that ‘by your own bootstraps’ mentality prevents people from considering more collective forms of organizing to meet all of our needs together, and that’s because we’re just so busy,” Reeves said.

OrganizeUW currently requires greater than 40 per cent of working graduate students to hold a union card though they’re aiming for higher. TAs and RAs can talk to an organizer and sign a card on organizeuw.org so that there can be a vote on whether to form a union.

“When we do that, we will be able to file for that vote to form the union, and then we can begin elective representatives and collective bargaining and collecting those demands together,” Reeves said.

OrganizeUW wants to hear these demands throughout this fall term and plans to hold a town hall to gather people’s issues and get people talking about what they need to succeed in their studies and work.

“The union that’s created isn’t just a separate entity that does things for us or to us. A union is our union, it’s made of the workers,” Reeves said. “The workers are the union.”



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“Trying to get past your own inner monsters”

A look into the theatre department’s upcoming fall production of *She Kills Monsters*

Andie Kaiser, Senior Editor

This term, UW’s theatre and performance program is staging a production of *She Kills Monsters*, a play written by Qui Nguyen and directed by David Leyshon. With performances scheduled to take place from Nov. 21 to 25, students involved in the production have been hard at work rehearsing, creating costumes, and set-building. *Imprint* spoke to a few students for a glimpse at what’s to come.

She Kills Monsters originally premiered in 2011 and tells the story of Agnes Evans, a young woman working to process the loss of her parents and teenage sister, Tilly, who died in a car accident. After finding Tilly’s *Dungeons and Dragons* notebook, Agnes begins to forge a connection with her sister that she realizes she’d never made prior to her death. As she sinks deeper into an unfamiliar world of battles, spells, and monsters, Agnes — with the help of her and Tilly’s friends — discovers more about her sister than she ever knew.

Those involved in the production were eager to speak about the excitement the crew has felt in creating a large-scale show, which includes 19 fight scenes and relies heavily on dance choreography.

“The fight choreography for this show is definitely intense in the best way,” Jacqueline Meldrum, one of the actors, said of the rehearsal process. “Stage combat requires immense trust

and teamwork. The cast has a wonderful sense of camaraderie that gives the fights a really dynamic quality.”

Meldrum added that fight director Daniel Levinson, fight captain Quinn, and Michelle Lewis, who helps to set the fights, have been “invaluable resource[s]” in helping the cast prepare.

“It’s been such a joy working with

this group of people so far,” Meldrum continued. “[The show] deals with content that isn’t always the easiest or happiest, and everyone is extremely supportive of each other and very dedicated to the work. It’s very meaningful to be a part of.”

Though often taking place within the mythical and action-packed world of *Dungeons and Dragons*, *She Kills*



Monsters is a show that, at its heart, is concerned with grief, identity, and the discoveries made amid tragedy.

Eloise Fan, the show's stage manager and a fourth-year theatre and performance/environment double major, said the show depicts "trying to get past your own inner monsters." The humorous script, powerful visuals, and *Dungeons and Dragons* connection all create entry points for exploring deeper themes in an entertaining manner.

"It feels wonderful to be part of a piece like this that's about queerness, female family dynamics, and [which] really explores women and girls as three-dimensional and central story figures and shows that Queer people can look and be any way," Meldrum said of the show's themes.

As for the production process, Meldrum also spoke about the joy of being involved in some of the behind-the-scenes efforts, such as creating a tail for their character, Lilith.

Fan, for whom the production also serves as a capstone course, has been involved in the rehearsals that take place three times a week, as well as the weekly production meetings. Fan said that the team has been working to structure the production "[in] as much of a professional capacity

as possible."

Another aspect of the production will be the dramaturgy space, which Fan spoke about as an aspect of capstone courses. Audiences are invited to arrive at the venue 15 minutes early to engage with activities related to the production (the nature of which will be announced closer to performance dates).

For those looking to become involved with the theatre and performance program or simply engage in more drama-related activities across campus, Fan outlined several options open to UW students. Within the theatre and performance program, several intro-level courses are available to students from any faculty, and Fan mentioned that a performance creation minor can be added to one's degree. As for being part of larger productions like *She Kills Monsters*, it's not necessary to be in the theatre and performance program.

"Anyone is welcome to audition," Fan said, and added that students from other faculties are involved in this term's production.

For more information and to buy tickets, visit the UW communication arts webpage.



Ingrid Au

Roasted Chicken

As I was brainstorming ideas for this month's recipe, I realized that I had never done a roasted chicken recipe before – the most simple “pop-in-the-oven” recipe that yields a week's worth of meal preps. In my opinion, nothing beats a simple salt-and-pepper rub on beautifully roasted chicken. Don't get me wrong, you can add other seasonings, I'm just going to lay out the basics of roasting a chicken — the rest is your art to create.

Tools:

- A sheet pan
- Paper towel
- Aluminum foil

Ingredients:

- Salt & black pepper (depending on the size of the chicken, you will need a 2:3 tbsp ratio of salt and pepper, respectively)
- A chicken (obviously)
- Grapeseed oil (enough to thinly cover the entire chicken)
- *Optional: dry or fresh herbs, e.g., oregano, thyme, rosemary*



Instructions:

1. Preheat the oven to 350 F.
2. Using a paper towel, pat the chicken dry to remove any excess moisture and place it on a sheet pan. Since you are dealing with raw meat, make sure to wash your hands thoroughly at each step.
3. Drizzle a generous amount of grapeseed oil over the chicken, using your hands to massage the oil into the chicken skin. Make sure the chicken is evenly coated with oil. If you would like to add more flavour, stuff a handful of fresh herbs into the cavity of the chicken (some examples of what I would use are listed above). Sprinkle salt and black pepper all over the chicken. If you are using dried herbs, sprinkle it over the chicken alongside the salt and pepper.
4. Place the chicken in the oven for about 1 hour and 15 minutes or until the juices coming out of the chicken are clear, the insides are no longer pink, and the meat falls from the bone. Then turn off the oven, and seal an aluminum foil over the chicken. This lets the chicken rest in the remaining heat circulating inside the oven.
5. Let it rest for 20-30 minutes. Once rested, cut and serve.

This roasted chicken recipe can be paired with salads, sandwiches, rice, pasta — honestly anything! Like I said before, the world is your chicken (oyster, get it?) so, pair it with anything you like and enjoy!



ATHLETICS & RECREATION

WARRIOR REC REGISTRATION OPENS
September 5 at 12:00pm

WARRIOR REC AQUATICS REGISTRATION OPENS
September 6, 12:00pm

INTRAMURAL DEADLINE
September 11 at 1:00pm

INSTRUCTIONAL DEADLINE
September 18 at 1:00pm

WARRIORS ATHLETICS AND REC OPEN HOUSE

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9:30 - 2:00pm
SLC Great Hall



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