

p3

CHANGES TO OSAP 2020-21

OSAP is different this year 'round, with more time to pay off loans interest-free. But not everyone's happy.

p4

10 BIRD COURSES

UW students told us their birdiest courses, now we're telling you.

UNPACKING POKE BOX P5

How many spoons will Cyrus Fiori give his latest taste test.

PERIOD POVERTY P7

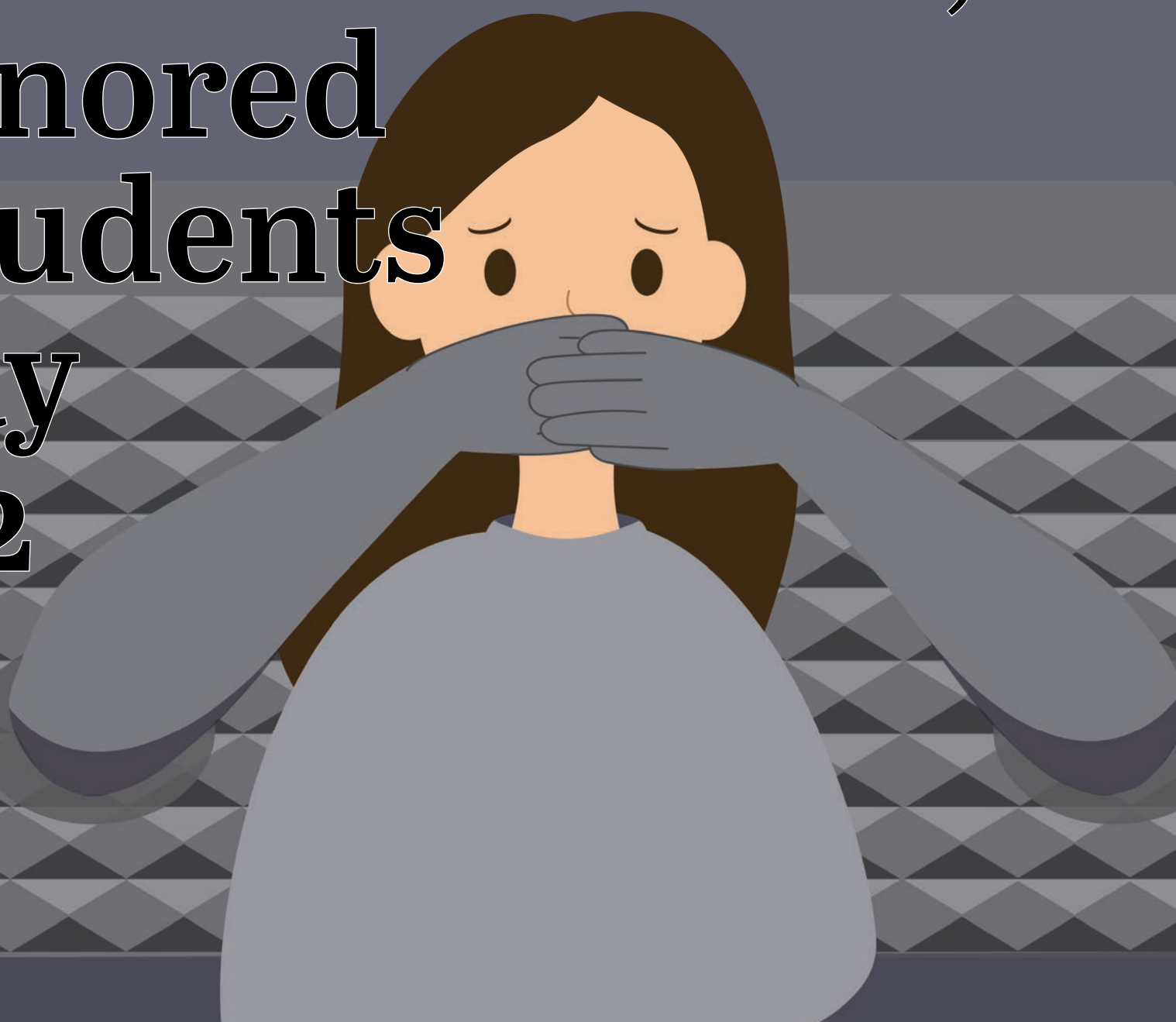
Changing the Flow addresses period poverty in Waterloo.

WHAT'S NEW ON CAMPUS

P8-9
Check out the centre spread.

Sexual assaults at UW mishandled, ignored students

say
P2





UW ignores pleas to discipline alleged rapist

Julie Daugavietis
Sports and Health editor

Two students have accused UW of taking the side of their abusers by refusing to properly investigate or discipline the individuals alleged to have sexually assaulted them.

McMaster student, Tasin Khan, accused UW student, Kazi Mubasher Ali, of sexually assaulting her on Feb. 23, 2020.

Khan came forward with the story of her assault in an Instagram post (@tsnkhn_) made on Jul. 4, with the message:

"I was sexually harassed and raped on the night of Sunday, Feb. 23, 2020 by a UW student. Here is my story."

Khan then recounted the night of her assault and included screenshots of text messages from Ali, showing him apologizing "for insisting you to kiss me and have sex with me that night."

A petition, linked to Khan's Instagram bio, titled, "Expel the rapist: Mubasher Ali from University of Waterloo" was started by an anonymous student in response to Khan's story.

The petition calls on UW to, "Help us expel the rapist from the college campus!" and has been signed by over 20,000 people to date.

UW is being heavily criticized by students on social media for its response to the allegation, which has been non-existent publicly.

Khan's courage to come forward with her story has sparked an influx of other students sharing stories of their own experiences of assault. More often than not, these stories have involved an unsupportive educational institution that worsened things for them.

UW alumnus and Instagram user @katelyse_, who identified herself only as Katie, shared her own story of sexual assault at the

university:

"I will also remember the excruciating process of having to report a respected university employee for harassment and unwanted touching — this consisted of more than a year of countless interviews, emails, writing reports, and waiting while being kept in the dark," Katie said.

"I have decided, I can no longer remain silent on the reality of my five years at the University of Waterloo. This comes as the university continues its pattern of remaining silent on issues like racism and sexual assault/harrassment on campus in an effort to maintain its reputation, by sharing vague blanket statements with little to no clear action."

Katie then thanked Khan for coming forward with her story and giving her the courage to do the same.

"Part of my healing is coming clean about the real experience of being at University of Waterloo and letting victims know that you are not alone," Katie said.

"I believe you, and you should not tolerate inexcusable behaviour. Thank you to @tsnkhn_ for the inspiration to finish this message I have been too nervous to share."

She also expressed anger at the apathy UW has shown to survivors of sexual assault.

"If UW responds with yet another blanket statement about sexual violence training courses and hoping that will fix the issue, I will take that as a personal slap in the face," Katie said.

The university declined to comment on accusations that, 'UW retraumatized sexual assault victims and defended the alleged attackers instead,' by providing a statement:

"We care deeply about helping survivors of sexual violence to access the support and resources that best meet their needs and educating our campus about the appropriate

actions to take if someone discloses an experience of sexual violence," Pamela Smyth, UW Media Relations Manager, said.

Many took to social media to show their disapproval of the university's inaction. On a recent Instagram post made by @UofWaterloo, many expressed disgust at the university's behaviour, and their decision to continue on like normal, without any public response to the allegations.

UW responded to one user's comment with a response that was identical to the one given to Imprint in the above quote. Other responses made by the university all used similarly noncommittal language.

Since Khan's allegation was made public, numerous students have come forward with their own stories of sexual assault, which were shared by Khan on her Instagram.

From these stories, it was revealed that Ali, the alleged perpetrator, has been accused of sexual assault in the past.

One UW student, who wishes to remain anonymous, claimed Ali continually spoke inappropriately to her, saying things like, "you can masturbate with your left hand."

However, UW dismissed the case in an email Khan later shared on her Instagram, saying there was "not enough evidence against someone to be considered harassment."

Another student made a report of sexual assault by Ali to the university, but was told, "he didn't do enough."

When Khan initially reported the incident to UW through an email to Amanda Cook, Director of Sexual Violence Prevention and Response, Khan said she was told, "An investigation into your complaint is outside of the University's jurisdiction."

Cook then allegedly said, "In order to legally respond to a complaint of sexual violence, the complaint must be

related to an incident that occurred on UW property, using UW property, arose out of a UW organized event, or affects the learning, teaching, working, or living environment at the University of Waterloo for the complainant."

That response reiterated UW'S Policy 42-Prevention of and Response to Sexual Violence. The Policy also states:

"Where there is a risk of harm to anyone's health or safety, the SVRC may refer the matter to be evaluated for Risk Assessment," the policy reads. "Outcomes of the Risk Assessment process may include Interim Measures [non-disciplinary conditions that may be imposed on a person alleged to have committed sexual violence]."

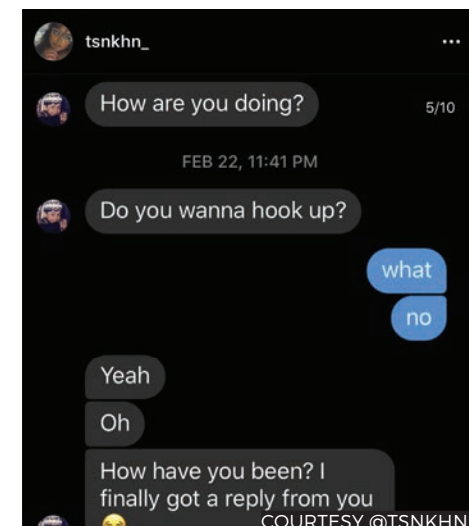
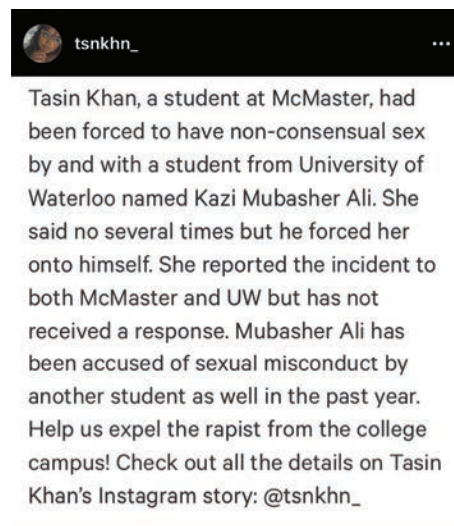
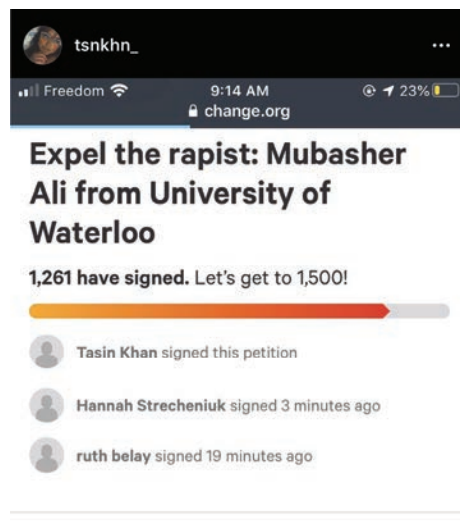
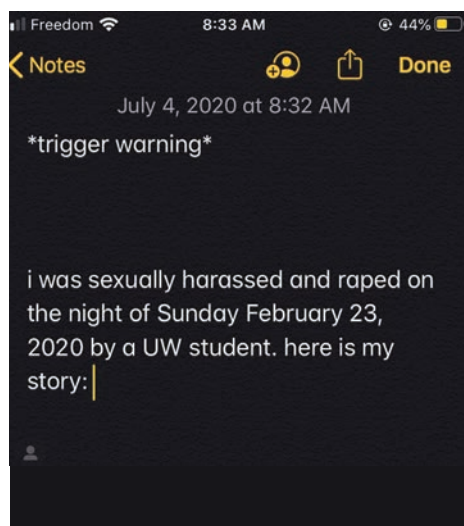
McMaster University has yet to publicly acknowledge the allegations.

"An investigation through the McMaster Sexual violence policy is not applicable because the accused is not a McMaster community member. Tasin would be advised to engage the Waterloo university policy if she's looking for some accountability through a university process," an email posted by Khan on her account reads.

UW currently has the following statement on their website:

"This University continually strives to raise awareness about sexual violence and develop wide-ranging practices to prevent sexual violence on our campus and, critically, provide support to the individuals who experience sexual assault."

Khan shared on Instagram, "I have never felt this discouraged and unsafe in my entire life. Although I appreciate the support, @uwaterloo has definitely been taking the side of the rapist by not even acknowledging what has been circulating, and I just don't have the energy to call them out anymore," she said.



Changes to OSAP for 2020-2021

What's new and how student groups are reacting to OSAP changes for incoming students

Grace Xie
Editorial Assistant

Many changes have been made to the OSAP process this year. These changes include an information module that outlines the information that needs to be completed by all applicants. The module highlights basic information about OSAP and finances. Furthermore, the government has issued a six-month temporary deferral of OSAP loan payments and interest accrual on loans and has promised to double the student grants totaling up to a maximum of \$6,000 for full-time students and \$3,600 for part-time students.

Despite these measures, the Canadian Federation of Students has expressed concerns about future prospects regarding their financial situation. Imprint reached out to the Canadian Federation of Students (CFS) for more insight on the topic.

"Students face barriers repaying student debt because of the high cost of education, not because of a lack of financial literacy. What students really need is more grants,

instead of loans, and greater public investment into post-secondary education to reduce and ultimately eliminate tuition fees," Kayla, a representative from CFS, said.

"After the \$670 million dollars cut to OSAP, the program leaves many students behind, including low-income students whom the program is supposed to help. International students are also ineligible for OSAP, and tuition for international students has been increased at several institutions... Part-time and mature students are also affected by the cuts to OSAP, and the financial literacy module does not assist students who are not eligible for grants or loans through OSAP," Kayla added.

Many changes have been made to the OSAP process this year. These changes include an information module that outlines the information that needs to be completed by all applicants. The module highlights basic information about OSAP and finances. Furthermore, the government has issued a six-month temporary deferral of OSAP loan payments and interest accrual on loans and has promised to double the student grants totaling up to a maximum of \$6,000

for full-time students and \$3,600 for part-time students.

"Ontario is helping OSAP borrowers by temporarily suspending student loan repayments and initiating a six-month interest-free moratorium on OSAP loans. Loan repayments are subject to a six-month interest-free moratorium from Mar. 30, 2020 until Sept. 30, 2020. This means that during this time, borrowers will not be required to make any loan repayments and interest will not accrue on their OSAP loans," Athena said.

"We will also continue to work in tandem with our Federal partners, who have recently launched the Canada Emergency Student Benefit, and other financial support for students," she added.

On Wednesday, May 20, 2020, the Ontario government released a statement regarding changes to the Ontario Student Assistance Program (OSAP). The statement includes changes to the application process, loan deferrals, increases in grants, etc. Students can now begin to apply for their 2020-2021 academic year.

"The Ontario government is committed to mitigating these challenges for full-time students attending post-secondary education by continuing to provide financial support to those who demonstrate financial need. Ontario will continue to provide grants, loans, bursaries, and other forms of financial aid to eligible post-secondary students," Athena, a representative from the Ministry of Colleges and Universities, said.



CANDICE CHENG

Student reactions to the Universities reponse about the alleged rapist

Gina Hsu
Creative Director

Following UW and McMaster's email responses to @tsnkh_n, thousands of students have been appalled by the lack of accountability the universities have taken to discipline the alleged rapist.

Khan received over 10,000 comments on her original post about the alleged rapist and an additional 300 on her newest post regarding the universities responses.

Khan's coming forward about her experiences of sexual assault inspired many more people to come out about their experiences at UW. Unfortunately, for Khan and many of the other victims, justice will not be served as the universities continue to deflect the problem claiming that they are unable to do anything without the incident happening on school property.

We took to our Instagram audience @uw-imprint to gain insight into what students feel about UW's response to sexual assault on campus.

The following statements are a mix of comments left on @tsnkh_n post as well as from our audience. Some commenters have chosen to remain anonymous.

"The reponse to assault by UW is something that I didn't expect. They must take appropriate action."
Vishesh Gupta, 4A, CS

"Not good enough"
Grace Xie, 3A, Health Studies

"No reponse whatsoever. They're brushing it off like it means nothing"
Vedang, 4, SDS

"Housing is rly good with it tbh, they respect the wishes of the victim."
Shef She London Liyanage, 4A Health Studies

"Change policy 42 so victims can speak up and seek justice against abusers who go to school here"
Anonymous

"[UW] should be doing more!"
Anonymous

"This harms your reputation. Do what is right and hold him accountable for his actions"
Anonymous

"I will tell everyone I know to never attend UWaterloo or McMaster ever again"
Anonymous

"Stop saying you'll do better and actually do better"
Anonymous

"Your policies further perpetuate rape culture and allow rapists like Kazi to get away with their actions. This is absolutely disgusting."
Anonymous

IMPRINT ACKNOWLEDGES

THAT THE UNIVERSITY OF WATERLOO IS SITUATED ON THE TRADITIONAL TERRITORIES OF THE ATTAWANDAPON, ONEIDA, ANISHNAWABEG, AND HAUDEENOSAURIE PEOPLES. THE UNIVERSITY OF WATERLOO IS SITUATED ON THE HALDWMAND TRACT, LAND PROMISED TO SIX NATIONS, WHICH INCLUDES SIX MILES ON EACH SIDE OF THE GRAND RIVER. THEREFORE, IMPRINT RECOGNIZES AND RESPECTS THIS LAND THAT IT IS SITUATED UPON.



10 bird courses according to students

Grace Xie
Editorial Assistant

With the fall semester approaching, many students are hurrying to finalize their course selections. Imprint has compiled a list of what UW students reported to be bird courses.

FR 151: Basic French 1

A basic introductory language course to french. The course teaches the fundamentals of the language such as grammar, and basic speaking skills. Students responded saying that the course was straightforward and useful especially if you want to continue studying the language.

MUSIC 140: Popular Music and Culture

An easy and straightforward course about the development of 20th century popular music. This course focuses on topics like style, forms, social, commercial, and technological aspects of popular music. Student reviews consist of high recommendation, especially for the interesting content and straightforward material.

CS 100: Intro to Computing Through Applications

This course teaches the basics in computer science, specifically working with spreadsheets, manipulating, and visualizing numeric/textual information. The course also introduces concepts on the internet, world wide web, HTML, and XML. Student reviews praise the useful content learned as well as the comprehensible material.

HRM 200: Basic Human Resources

This course examines the major areas of human resources administration including recruiting, salary administration, labor relations, employee relations, and labor laws. Students say that the course is extremely straightforward and easy to understand.

CLAS 104: Classical Mythology

An introductory course on the study of Greco-Roman mythology and legends. The course delves into topics of the Olympian gods and the figure of the hero. Students praise the easy and relaxed nature of the course, as well as the interesting content and material.

GEOG 101: Human Geographies: People, Space & Change

An introductory course on human geography focusing on key subfields such as population change, the rise of cities, social inequalities, and economic forms. The course examines relations both in large and small populations and groups. Students say that the course is easy to follow and interesting to learn.

SDS 150: Lifespan Processes

A course examining significant psychosocial events during the lifespan with consideration of the impact of crises. Topics include attachment, loss, stress, and identity crisis. Students responded saying that the course was engaging, comprehensible, and straightforward.

SOCWK 120R: Intro to Social Work

This is an introductory course about social work. It introduces a basic understanding on topics about principles and purposes, the history of the profession as well as examining methods of practice. Students report that the course is engaging, interesting, and easy to understand.

ANTH 100: Intro to Anthropology

This course is an introductory course about anthropology, focusing on what it is to be human to examine how humanity is manifested in the diversity of cultures and societies. Student reviews state that the course is interesting, engaging, and based on memorization.

AHS 107: Sociology of Activity, Health & Wellbeing

The course focuses on the social and cultural factors that influence leisure, activity, health, and wellbeing in different populations and demographics. The course comprises of a lecture and a tutorial component. Students reported that the course was easy, fun, straightforward.



Tales from the Quarantine: The Poke Box! I Choose You!



Cyrus Fiori
 Reporter

Hey food fans, long time no eat! I hope you are all doing well amidst this uncertain epoch of contagion. I have firsthand proof that my readers are the most resilient and capable on the planet, so I have no doubt that you will rise to the occasion. I will admit, the new normal has provided a challenge in the way of creating and executing restaurant reviews. In my heart, I feel a twinge of sorrow for all the restaurants which I will be unable to truly experience. My stomach rumbles the lonely growl of a gastric wolf denied the opportunity to devour.

Fear not, treasured food fans! I am here with my Tales from the Quarantine series to slake your restaurant review thirst. My fork is your fork, my spoon is your spoon because, my readers, you are the sustenance that keeps me going. I made a vow long ago to sacrifice my taste buds for the good of the people. There may come a day when the strength of my resolve fails, but today is not that day! Without further ado, please enjoy the first Tale from the Quarantine.

Takeout has never been my jam. It has never even been my jelly. The cold and ruthless world in which hospitality is sacrificed for convenience has always sent a chill down my spine. During this pandemic, the one thing I have craved more than any mysterious mouth adventure, has been the arm's-length companionship of

the establishment. In this waiterless wasteland, I searched online for delicious delivery. I also searched within myself for the courage to accept it.

While scouring Uber Eats, I settled on The Poke Box, a poke bowl specialty restaurant, located on King St. in the Land of Laurier. My order was simple: the Big Umami bowl for \$15.40. My order's chauffeur was unimpressed with this price and asked me to cough up an additional service fee (\$1.54) and delivery fee (\$2.99), in addition to the usual tax and tip. As the cost

waxed, my pocketbook waned.

Much to my dismay, this chauffeur then got lost in traffic, which more than doubled the usual wait time. Luckily, this poke bowl was designed to be served cool, so the entropy of the universe could starve for all I cared. My Big Umami bowl arrived neatly on my doorstep in a recyclable paper container with a plastic lid, veiled in a clear plastic bag.

On first blush, I thought that the "Big" in Big Umami may have been a slight exaggeration. However, when I gathered my prize it be-

came clear that the bowl did have a certain satisfying heft to it.

The contents were all as promised and fitted well in style with the dish's Hawaiian roots. With a clear lean towards deconstructed sushi, the bowl proudly displayed its wares: ahi tuna and salmon sashimi chunks, seaweed salad, sweet onion, and an unsliced portion of avocado, the size of Mario Batali's crocs. This was all served on a bounty of sushi rice and topped with a blizzard of shoyu, tempura bits, furikake, and mayonnaise.

I mixed my bowl (with chopsticks, of course, like the cultured reviewer that I am) and dived in. The overall experience was pleasant and slightly sweet, but with little variation in flavor and texture. Each bite transported me to the Pacific, where humpback whales twirled in an artful ballet, threatening to smother my senses with their overwhelming monotone bulk.

This dance, while majestic, was a cry for help. Despite possessing a diversity in sea life that Sir David Attenborough would have been proud of, the dish failed to achieve any sort of intellectual flavor variation. It screamed for acid to offset the rich palate pummeling and provide some lightness. In the texture department, the dish's saving grace was its tempura bits, which provided crunch in relief to the epic expanse of soft laid before me.

The portion proved to be well calibrated as just when I thought I could take no more, the food had all but vanished.

Overall, the food was satisfying, filling, and convenient while cramming for midterms. A monotone flavor profile held the dish back from reaching its true potential. The price seemed fair for the amount and variation of the components presented. While I did not appreciate the harsh reality of the delivery's unsustainable impact on my wallet, I must express how thankful I am for the essential food workers and their commitment to service during this challenging period.

Until next time, stay hungry food fans!



CYRUS FIORI

A takeout order of the Big Umami bowl from The Poke Box located on King Street.

KW theatre raising money for Indigenous causes

Rhiana Safieh
Reporter

As a result of the COVID-19 pandemic, MT Space' faced performance cancellations, and many of their usual operations came to a halt. Nevertheless, the team at MT Space wanted to find a way to use their platform to give back to their community.

The company, having a shared priority in supporting the local Indigenous community, decided to use their platform to create and promote a crowdfunding campaign to raise funds for 'The Healing of the Seven Generations'.

'The Healing of the Seven Generations' is a Kitchener based organization that offers programs and support for First Peoples who are suffering the intergenerational impacts of residential schools. Throughout the pandemic, 'The Healing of the Seven Generations' has been providing: care packages, meal delivery, personal protective equipment (PPE) supplies, check-in services, etc., to First Peoples community members in need.

"Even if we don't have it, we will raise the money to support local Indigenous communities because that's how we show our commitment," Pamela Patel, MT Space artistic director, said.

They kickstarted their campaign on 'GivingTuesdayNow', on May 5 this year, to encourage people to donate in support of front-line workers.

Although the campaign was set to close at the end of May, the 'GoFundMe' account,

through which donations were being collected, remained open. Donations continued to trickle in through the month of June, and on July 1, there was a spike in donations. Canada Day, intended to commemorate the Constitution Act that united Canada, is also

Pam said that by the end of May, the company was not broadcasting their campaign across their social media platforms anymore, and so people sought out the campaign to help Indigenous people independently of MT Space's online communi-

may have been elsewhere. Their crowdfunding campaign came at a time when many racial injustices were coming to light, and campaigns and protests in opposition to systemic racism were occurring all over the country.

"It's amazing to see how these protests have opened up a platform to address systemic racism and access to dismantle and hold accountable certain institutions in the community," Pam said.

However, Pam regretted that she has not seen the same weight placed on dismantling and holding accountable the institutions in the arts community, the way it should. She emphasized the need for advocates and allies to hold our municipalities and venues accountable for promoting, opening up, and giving space for BIPOC artists.

When asked about what 'MT Space' has in store for the future in the way of theatre productions, Pam said there is nothing set in stone for now. However, they are always looking for partnerships in the community for anyone whose priority is to serve the community and create jobs and contracts for BIPOC artists.

Although MT Space's crowdfunding campaign has closed, if you wish to donate to The Healing of the Seven Generations, you can find more information on how you can support their initiatives here.

'MT Space' is a Waterloo based theatre company that was founded in 2004, with the goal of creating a space for marginalized voices to be heard and producing artistic work that reflects Canada's cultural diversity. MT Space prioritizes serving the community and creating jobs and contracts for BIPOC artists.

“Even if we don't have it, we will raise the money to support local Indigenous communities”

PAMELA PATEL, MT SPACE ARTISTIC DIRECTOR

a reminder of the genocide of Indigenous people that the country was founded on, as well as of the ongoing discrimination that Indigenous people face.

This influx of donations on Canada Day shows that the suffering of Indigenous people is on the minds of many local community members, and that is why they sought to offer financial support to Indigenous people.

cations surrounding it.

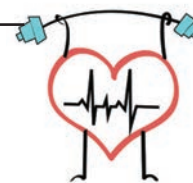
The campaign was officially closed on July 2 after surpassing the company's goal of \$800, with a total of just over \$1000 raised for The Healing of the Seven Generations.

Pam said that a challenge she faced when meeting MT Space's campaign goal was that many people were already contributing to other initiatives, and so people's priorities



COURTESY MT SPACE

'MT Space' is a Waterloo based theatre company that spaces marginalized voices to be heard and produces artistic work that reflects Canada's cultural diversity.



WRITE FOR SPORTS
Want to go to UW games for *Imprint*?
You'll be able to talk to players, coaches, and fans!
For more info, email sports@uwimprint.ca.

Changing the Flow in Waterloo

Melissa Gatti
Editorial Assistant

Food and period products – both are essential, and yet many must choose between them.

However, thanks to social enterprise Changing the Flow and their new summer project #PeriodPreparedWR, in partnership with Nutrition for Learning, students in the Waterloo Region don't have to choose.

"Period poverty is real in Canada and around the world. I think people forget that it is a local issue as well," Kate Elliott, co-founder and Director of Operations at Changing the Flow, and proud University of Waterloo alumnus, said.

Changing the Flow, a social enterprise looking to achieve menstrual equity through education, awareness and implementation, is partnering with Nutrition for Learning to distribute free period packs to schools in the Waterloo Region at Nutrition for Learning's Pop Up Snack locations.

"The economic impact of COVID-19 is so large right now. These are essential items, but if you have to choose between period products and food, although they are both essential, food will win," Elliott said.

The free period packs contain

five pads, five tampons, and instructions for those using the products for the first time.

"We're handing out more than 100 packs a week to students in the Waterloo Region community, so there's clearly a need," Kevin Hiebert, co-founder and Director of Business Development at Changing the Flow, said.

The response from the commu-

nity has been tremendous, further proving just how necessary the packs, and work of the organization, are to the community.

"We've had fantastic feedback," Elliott said. "If it's parents picking up the packs, they're always really excited to take them home."

Kate Elliott shares that her experience at the University of Waterloo, in the Public Issues An-

thropology MA program, has impacted and inspired her work towards menstrual equity.

"UW has an amazing entrepreneurial mindset, and it's amazing to be in an environment that encourages making an impact," Elliott said.

"I realized how much support there was from the folks from Velocity, Concept, within my

program, and W³ [A social and support network among women and non-binary members of the UW community]. If you want to do something, the resources are there."

There are many ways to get involved and contribute to this initiative. To donate directly to #PeriodPreparedWR, visit their GoFundMe with 100% of proceeds going directly towards the program.

If you are unable to donate through the site, but would still like to help, whether outside or within the Waterloo region, donating period products to a local food bank can help people who menstruate access essential products.

To follow Changing the Flow and their work throughout the community, check them out on Instagram @changingtheflow, Facebook @changingtheflowcanada, or Twitter @changingtheflow.

Kate and Kevin both agree that the greatest way we can all do our part in striving for menstrual equity in our own communities begins with simply talking about it.

"It's about destigmatizing menstruation, and that starts in changing conversations," Hiebert said.

As we are all faced with new struggles amidst these unprecedented times, where to get your next period products should not be one of them.

“Period poverty is real in Canada and around the world. I think people forget that it is a local issue as well.”

KATE ELLIOTT, CO-FOUNDER AND DIRECTOR OF OPERATIONS AT CHANGING THE FLOW, UW ALUMNUS

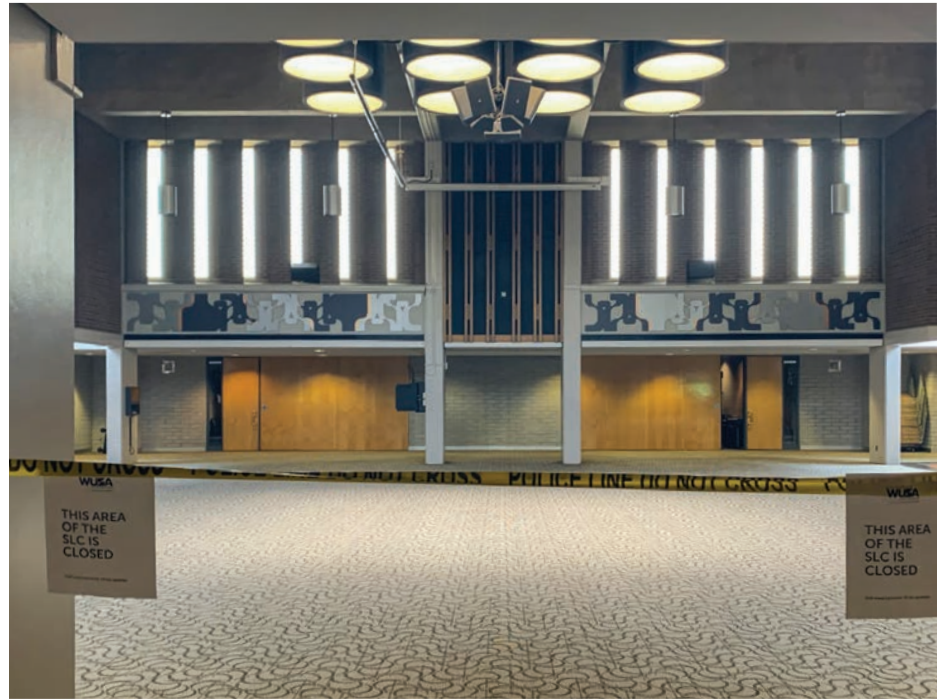
WRITE FOR SPORTS AND HEALTH

email sports@uwimprint.ca



THE ON CAMPUS

SPRING 2020





No fall term sports: OUA announces cancellation of all sanctioned programming

Grace Xie
Editorial Assistant

On June 8, 2020, Ontario University Athletics (OUA) announced the cancellation of all OUA-sanctioned sport programming up to Dec. 31, 2020 as a result of the COVID-19 pandemic.

The decision means that varsity sports activities, including exhibition games with post-secondary opponents, league play, post-season play, and championships will not be taking place at any Ontario university in the fall.

OUA confirms that the cancellation is a hard decision and will remain in effect, regardless of any potential decrease in the number of COVID-19 cases in Ontario.

"Unprecedented times require unprecedented action, which is what led us to this difficult decision," Dr. Mike DeGagné, Chair of the OUA Board of Directors, said in a press release. "The health of our student-athletes, coaches, administrators, officials, and fans is our number one priority and after significant consultation, we believe that OUA sport cannot be delivered prior to December 31."

The decision to cancel programming is currently only applicable for the fall term. It is unclear as of yet whether sports will proceed in the winter. However, Gord Grace, OUA President & CEO, says that OUA's goal will be a 2nd term return.

"We remain hopeful that we can provide quality experiences for our student-athletes starting in the new year and will be closely monitoring the ongoing health considerations and viability for these future opportunities over the coming months," Grace said.

UW Athletics is also hopeful for a 2nd term return to sports. "We're all hoping [winter sport] happens, we're having meetings and mapping out plans for training, strength and conditioning, and training in our facilities, because that's what we all want," Brian Bourque, UW Varsity Athletics Associate Director and Men's Hockey Head Coach said. "But I think, just like every aspect of the world, we're all following this pandemic, and following the ups and downs of it and wondering if it will happen. In a perfect world, things will improve to a state where we can have sports in January."

There is some possibility for fall term sports to be moved to the spring of 2021, according to the OUA.

"The possibility remains for 1st Term sports to be executed during spring 2021, or

in the form of a modified delivery, sometime between February and May," OUA's website reads. "There will be continued conversation with the OUA's member institutions to gauge the feasibility – both financial and logistical – of executing OUA sports prior to or during the spring 2021 timeframe."

Bourque says UW hasn't yet received any clarification on the possibility of spring sports. "There hasn't been any clarity on that, which we're expecting to receive soon. But at UW, if those opportunities are presented, then our hope is that our athletes will be able to participate," he said. "But again, there's very little [chance]. What's being talked about more now is the fall and winter sports."

The OUA says training including scrimmages will be allowed, provided they follow the criteria set out by U SPORTS, Canada's national governing body of university

sports. Guidelines and restrictions regarding training will vary between institutions.

"[Universities] will have the autonomy to implement return-to-train protocols in accordance with provincial health regulations, while maintaining the emphasis on the safety and well-being of all participants," the OUA website reads. "Further direction in return-to-train guidelines will also be advised by the sport's respective provincial and/or national organization."

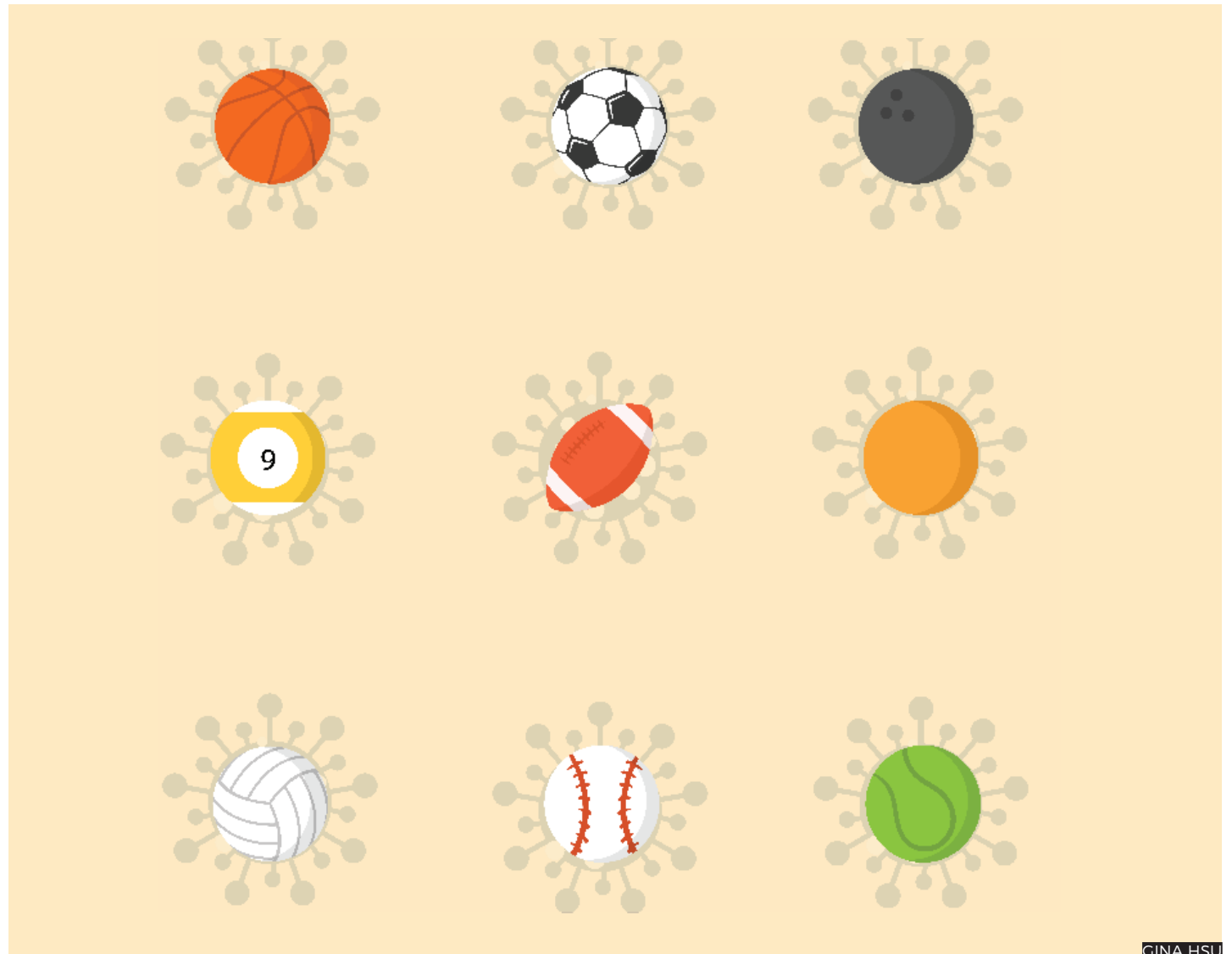
Bourque says UW plans to follow the guidelines by Provincial Sport Organizations (PSOs). "We are actually in the process of tracking each sport and what the directives are from their PSOs," Bourque said. "And we will at a minimum, follow their PSO guidelines, and then maybe make some institutional adjustments. But we are expecting to follow the return to train protocol

specific to each sport in the fall."

Bourque described how UW Athletic staff and student-athletes are faring under the pandemic's changes.

"We, on our campus, are pretty supportive of our athletes: right now, as an example, every 3 weeks, we send communications from the department directly to our athletes, with updates for information that we can provide," Bourque said. "There is a lot of support that comes from the coaches. They're sharing, supporting and communicating, through their academic endeavors, to mental health and wellness and to scheduling and preparation. So our goal is that we're going to keep our coaches in place."

While the decision to cancel fall sports is disappointing to many, the OUA and UW Athletics are working to make the best of the season, and hope for sports to return soon.



science & tech

GET INVOLVED
Imprint is looking for a passionate Science
Editor. Email editor@uwimprint.ca.

Did UW lose \$20 million in pensions because of fossil fuel investments?

Felicia Daryonoputri
Reporter

A 2016 analysis by researcher and Fossil Free UW member, Truzaar Dordi, estimated that the University of Waterloo lost up to \$20 million in potential gains between 2011 and 2015 through its investments in fossil fuels.

In 2015, the University had \$1,923,016,000 in pensions, endowments and trusts, around half of which was invested actively according to UW Finance.

Out of this active investment, 3.56 per cent was put into 200 Carbon Underground Companies, which equates to approximately \$34 million.

Dordi said that was a very conservative estimate since UW's passive equity funds were not disclosed. For this analysis, Dordi assumed that the University did not invest

in fossil fuel companies from their passive funds.

Therefore, Dordi said that their actual investments may range from 3.56% to 12.9% of total investments which will directly affect the estimated loss of \$20 million.

In their statement, the University denies the claim that they lost this sum of money.

"In order to determine any actual losses or gains, you would need to track those 200 stocks individually and for the time periods they may have been held," Pamela Smyth, Manager of Media Relations at UW, said after reading Truzaar's analysis.

"We have not attempted to make that calculation."

After reading UW's statement, Dordi confirms that this number is strictly theoretical but said that the University must have lost money during that time.

"A true valuation of losses is, of course, challenging to calculate, given the numer-

ous investment managers and trades over that time period; but I would challenge the University to acknowledge that they must have lost some money maintaining their investments in fossil fuels during that time, rather than simply stating that they have "not attempted to make that calculation." Dordi responded, after reading UW's statement.

"The reason for the loss in the 2010s was largely due to geopolitics and an increase in supply, largely, of 'American Shale' but also of other energy sources around the world." Truzaar Dordi, a University of Waterloo PhD candidate in Sustainable Finance, argued.

Fossil Free UW said they recognized that divestment is not an easy task as they have a financial responsibility to diversify their investments efficiently.

They said they were pleased that the University had made strides towards more

sustainable investments through fossil free indexes.

"The University of Waterloo was proud to sign the Responsible Investment Charter for Canadian Universities. It reinforces the commitments that we have already made and are implementing as a signatory to the UN Principles for Responsible Investing, including reporting requirements and a commitment to consider environmental, social, and governance (ESG) sustainability factors in all investment decisions," Smyth said.

Ultimately, the end goal that Fossil Free UW and Truzaar Dordi are advocating for is carbon neutrality.

"We want our investments to be carbon neutral, and carbon neutrality spans beyond fossil fuels," Dordi said.

"As you take money out of the fossil fuel industry, consider investing it in carbon-neutral investments across multiple industries."

HeyLocal in support of small local businesses in the Kitchener-Waterloo area

Felicia Daryonoputri
Reporter

New challenges have arisen for small to medium-sized businesses in Kitchener-Waterloo ever since the beginning of the COVID-19 pandemic.

Supporting local businesses has become more difficult now that consumers turn to quicker one-stop shopping in larger chains.

Erin Martin, along with two colleagues, identified this as a problem they could solve.

Their solution was HeyLocal, an online marketplace pioneered in Waterloo.

The aim was to provide consumers a one-stop shopping experience from their favourite small businesses in Kitchener-Waterloo.

According to Martin, HeyLocal was designed to support local small and medium-sized businesses by providing convenience, thus bringing more business activities in the local community.

"We really don't stand on our own two feet in the online space, we heavily rely on retail giants, and that's just not what Canada is made up of. We are 1.1 million plus small businesses," Martin said.

"If we don't figure out how to transition to online quite quickly, we're going to have a bigger problem than what we are facing at the moment."

They currently have almost 70 different merchants on the site, ranging from local farmers to clothing and accessories. Onboarding new merchants is made easier with their integration feature where businesses can pull their products from their Shopify page to the HeyLocal site.

Because HeyLocal is an initiative aimed at helping the local community, they do not take commission from the merchants, and all the money paid by the consumer is directly received by the seller.

"[It's] a completely boot-strapped product at the moment," Martin said, referring to her team of three co-founders, who each have significant contributions towards the site.

However, as the community recovers from the pandemic, HeyLocal aspires to grow as a site. This includes their plan of

charging a \$4.99 fee to the merchants, in order to fund new features on the site and grow their team.

Their site, heylocal.ca, allows users to choose an area where they want to shop, along with the radius in which the stores are located.

The shops on the site also specify the types of delivery service they provide, such as local, same or next day deliveries, as well as curbside pickup.

Martin provides ease for the customers since it cuts down on delivery time, compared to larger e-commerce which can take up to one to two weeks to arrive.

Martin said their initiative not only benefits the local economy, but is, overall, more environment friendly.

"You can ship something from the local community, rather than ship something all the way across the nation," Martin said, "We are really thinking of our ecological footprint and being sustainable."

As of now, HeyLocal does not have any UW alumni on their team, but they are open to anyone interested in joining the initiative, since they are determined to grow as a platform even after the COVID-19 pandemic.



UW alumni make PPE for Waterloo company

David Yin
Editorial Assistant

Alumni of UW at a Waterloo firm help make face shields to assist Canadian healthcare workers and beyond.

The Canadian Shield is one of several companies that have made significant contributions to help curb the COVID-19 pandemic in Canada.

Founded by Jeremy Hedges in March 2020, The Canadian Shield is the largest producer of face shields in Canada by far. The Waterloo-based company has manufactured approximately 7.5 million face shields since its inception — with a current production rate of 1.5 million shields per week — and plans to produce 12 million shields by mid-summer.

Hedges' background as founder and CEO at InkSmith — an education technology startup, well-versed in both 3D printing and laser technology — was crucial to the success of The Canadian Shield, originally a subsidiary of InkSmith.

"InkSmith often used a process/theory called Design Thinking in order to create effective solutions to complex problems," Hedges said. "When the PPE [personal protective equipment] shortage in Waterloo Region became apparent, InkSmith was quick to implement the Design Thinking process in order to come up with a solution to the problem at hand."

"Our ability as a small team to adapt and innovate played a huge role in us pivoting as fast as we did," Hedges added. "Our experience with rapid prototyping tools, such as 3D printing and laser cutting, was the reason we were able to crank out early prototypes right away — rather than going through a lengthy design/engineering pro-

cess that would've been required by larger corporate companies."

However, InkSmith faced several challenges in designing and producing their first face shields. Their biggest issue was that, at the height of the pandemic, the face shields had to be produced in a short period of time.

"As the need for PPE in Kitchener-Waterloo and the rest of the country grew, we were racing to design, manufacture and mass-produce a reusable face shield that could be distributed to healthcare workers on the frontlines," Hedges said.

In addition, InkSmith had to adapt their

entire company to produce a massive supply of face shields outside of their regular operations.

"We had to become adept in a whole new field while also scaling our team and production operation, in order to meet the increasing demand," Hedges added.

Luckily, InkSmith had the support of the local Kitchener-Waterloo community.

InkSmith's initial design for their face shields, known as "The Community Shield", incorporated 3D printed materials. However, the company quickly realized that the 3D printing process took too long to man-

ufacture enough shields. Therefore, they reached out to the public to assist in their production and received hundreds of 3D printed parts within 48 hours to temporarily fulfill their clients' demands.

"The Kitchener-Waterloo and greater Ontario 3D Printing community played a crucial role in our ability to get PPE face shields distributed to frontline workers in record time," Hedges said. "This also enabled our team to develop another stream of reusable face shields which could be mass-produced — this later became The Canadian Shield."

In contrast to The Community Shield, The Canadian Shield used laser cutting technology to manufacture the new face shields.

This new production process took much less time than 3D printing, allowing the team to produce enough shields in the long run.

Currently, the company is working on domesticating the PPE production industry to avoid foreign influence on Canadian PPE demands, as well as expanding their operations beyond the country.

"The Canadian Shield is actively working to equip frontline and essential workers all over North America and the rest of the world," Hedges said. "As the pandemic has had different impacts in different areas, the need in some areas is greater than others."

"The Canadian Shield aims to create an industry that is no longer reliant on global supply chains in order to keep our people safe," Hedges added.

The Canadian Shield landed a contract with the federal government in April to manufacture 10 million face shields for the country.

According to Hedges, The Canadian Shield — as well as the rest of Canada — is now well-equipped to face another potential pandemic wave.

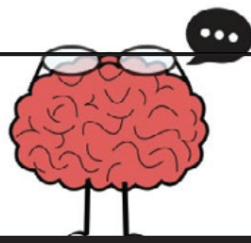


CANDICE CHENG

Write for science
and tech

Email science@uwimprint.ca

opinions



HAVE YOUR SAY
Submit your letter to the editor or your
community editorial to opinion@uwimprint.ca.
Find more opinions at uwimprint.ca

imprint

Wednesday, July 15, 2020 | Vol. 43, No. 3
Student Life Centre, Rm 0137
University of Waterloo
Waterloo, Ontario N2L 3G1
P: 519.888.4048 | F: 519.884.7800
uwimprint.ca

CEO: Andres Fuentes
Executive Editor: William Koblensky Varela
editor@uwimprint.ca
Advertising & Production Manager: Laurie Tigert-Dumas
ads@uwimprint.ca
Editorial Assistant: Grace Xie
edassistant@uwimprint.ca
Sales Associate: Justine Scheifele
Distribution: Vacant
Social Media Editor: Fathima Marfath Kamoordeen
Volunteer Co-ordinator: Vacant
Board Admin Assistant: Abhiraj Lamba

Board of Directors
www.imprintpublications.ca | board@uwimprint.ca
Chair: Suhani Saigal, chair@uwimprint.ca
Treasurer: Vidyut Ghuwalewala,
treasurer@uwimprint.ca
Secretary: Haya Shahid, secretary@uwimprint.ca
Member-at-large: Anoja Parameswaran
Member-at-large: Jayant Arora
Advisory Member: Steve Kannon
Advisory Member: Verity Martin
Advisory Member: Vacant

Editorial Staff
Managing Editor: Vacant
Creative Director: Gina Hsu
News Editor: Suhani Saigal
Assistant News Editor: Vidyut Ghuwalewala
Arts & Life Editor: Sharanya Karkera
Science & Technology Editor: Ramal Rana
Sports Editor: Julie Daugavietis
Satellite Campus Editor: Vacant
Opinions Editor: Vacant
Distractions Editor: Vacant
Head Designer: Vacant
Assistant Head Designer: Vacant
Photo Editor: Jansher Saeed
Assistant Photo Editor: Vacant
Graphics Editor: Taynaya Miranda
Assistant Graphics Editor: Candice Cheng
Assistant Graphics Editor: Vacant
Copy Editor: Alice Sandiford
Assistant Copy Editor: Eduardo Matsumiya
Video Editor: Vacant

Production Staff

Imprint is the official student newspaper of the University of Waterloo. It is an editorially independent newspaper published by Imprint Publications, Waterloo, a corporation without share capital. Imprint is a member of the Ontario Community Newspaper Association (OCNA). Editorial submissions may be considered for publication in any edition of *Imprint*. *Imprint* may also reproduce the material commercially in any format or medium as part of the newspaper database. Web site or any other product derived from the newspaper. Those submitting editorial content, including articles, letters, photos and graphics, will grant *Imprint* first publication rights of their submitted material, and as such, agree not to submit the same work to any other publication or group until such time as the material has been distributed in an issue of *Imprint*, or *Imprint* declares their intent not to publish the material. The full text of this agreement is available upon request. *Imprint* does not guarantee to publish articles, photographs, letters or advertising. Material may not be published, at the discretion of *Imprint*, if that material is deemed to be libelous or in contravention with *Imprint's* policies with reference to our code of ethics and journalistic standards. *Imprint* reserves the right to edit, condense or reject any contribution. *Imprint* is published every Friday during fall and winter terms; and every second Friday during the spring term. *Imprint* reserves the right to screen, edit and refuse advertising. One copy per customer. *Imprint* ISSN 0706-7580. *Imprint* CDN Pub Mail Product Sales Agreement no. 40065122.

Next scheduled post-mortem meeting:

Imprint Office, SLC 0137

Next scheduled board meeting:

Imprint Office, SLC 0137

It's Time to Unionize

It's time for graduate student workers at UW to finally unionize. That's why we are actively engaged in a union drive.

UW is the last university in Ontario without representation for TAs, RAs, or sessional instructors.

Graduate student TAs at UW get paid almost \$10 less an hour for TA work than workers just down the street at Laurier, or at comparable schools like McMaster and the University of Toronto.

We are facing challenges such as Bill-124, which caps wage increases for workers in the public sector, as well as uncertainty around COVID - including the fact that many graduate students cannot qualify for many government aid programs.

The situation is dire.

It is even more dire when you take into account that the funding we receive has kept us under the poverty line in Waterloo for years as housing and living costs have exploded.

Graduate workers at UW have never been in a more precarious position.

But let's be honest, this is about more than money.

The university would not run without graduate student labour.

Exploitative graduate student labour practices are integral to the running of universities in this age of austerity, and this is true at all universities, not just UW.

However, at UW workers have no recourse.

If our jobs require more hours than are in our contract, we do not have any way to keep our department from overworking us, or to keep them from penalizing us if we decline to work unpaid after we hit those hours.

If we are harassed by our supervisor, or if our pay is docked or late, the only recourse we have is to ask very nicely for pity from our department, supervisor, chair, or associate dean - all figures who have an outsized impact on our future academic careers and our prospects to graduate.

Graduate students lack basic protections that are commonplace in other workplaces.

For example, we are not being kept in the loop on important safety related protocols related to COVID-19, such as training for a safe return to campus, as safety materials have not been distributed adequately to all graduate student workers.

This is something the Canadian Union of Public Employees (CUPE) has alerted the Ministry of Labor about.

Even prior to COVID-19, health and safety training has long been poorly regulated and largely unpaid. Other types of job training are similarly neglected.

UW has emphasized time and time again that graduate students should be at the mercy of our supervisors.

The administration places supervisors in charge of mitigating the impact of COVID-19 on graduate students' finances, as well as ensuring our safety by passing along missives about the re-opening of campus.

This creates a patchwork system, and assumes all supervisors are equal.

It turns labour issues into academic issues and places students in a more vulnerable position, and frankly we are tired of it.

Graduate student workers need labour protections.

We need a way to ensure that UW listens to our needs and concerns and takes our safety and well-being seriously, especially in the age of COVID-19.

Unionization is the best and only legally protected way to make this happen.

It is literally our last resort in the face of a system that has taken us for granted, exploited us, and now threatens to risk our very safety and lives.

By unionizing, we can not only protect vulnerable graduate workers, but also improve the situation for everyone on campus by fighting for workers' rights.

Everyone benefits when workers are well-paid, respected, and safe.

We as an organizing team have decided to unionize under CUPE. We're uniting under CUPE because they're the most experienced union when it comes to academic sector workers, and because CUPE local 793 is already on campus and fighting for the health

and safety interests of food service and plant operations workers. We chose CUPE because they respect the sovereignty of all their locals.

This is our chance to build a relationship with UW that requires them to take our concerns to heart, and demands we are treated with fairness, respect, and dignity.

To that end, we have created accessible and exhaustive resources on our website, organizeuw.org, including a comprehensive FAQ page.

It is our goal to reach out to as many student workers as possible so that we can then fight together.

We are stronger together, and while worker issues may be different across different departments, the fact remains that there are issues everywhere:

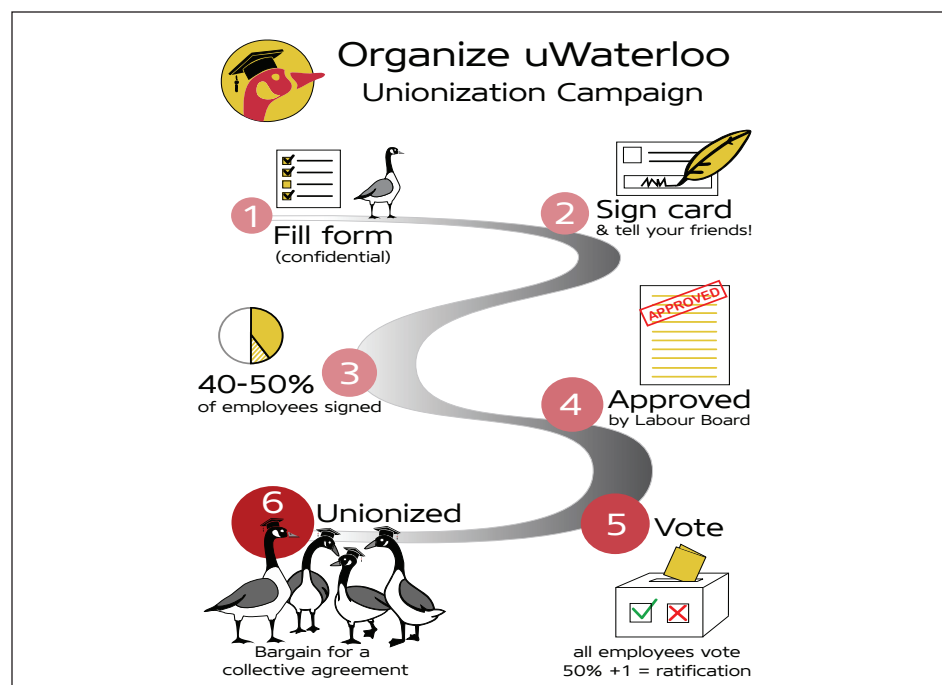
- Sessional pay being clawed back in the Arts
- Docked pay over proctoring in the Sciences
- Severe overwork in Math
- Late payments in Engineering

Everyone knows someone who has been exploited or victimized by the current system.

And even if you haven't been victimized or exploited yet, there's nothing preventing it from happening in the future - because there is no one standing up between you and UW.

That protection, that solidarity, that commitment to the well-being of our fellow workers is what unionization offers us. It's time.

Lynne Sargent, Central Organizer, PhD student



FALL TERM 2020 JOBS

HOURLY PAID JOBS

CREATIVE DIRECTOR

Sept 14 start ; Monday to Friday, 22 hours/week ; \$1,333.33/ monthly.

Creative, detail-orientated, with strong communication and leadership skills. Knows how to use MAC/PC computers, along with Microsoft Office and Adobe Creative Suite, including InDesign and Photoshop. Design portfolio an asset.

For further information on job description or applying for this job, please email cover letter/resume/portfolio samples to editor@uwimprint.ca or drop in to the office, SLC0137.

MANAGING EDITOR

Sept 14 start ; Monday to Friday, 22 hours/week ; \$1,333.33/ monthly.

Strong communication and leadership skills. Creative, detail-orientated. Knows how to use MAC/PC computers, along with Microsoft Office and Adobe Creative Suite, including InDesign and Photoshop.

For further information on job description or applying for this job, please email cover letter/resume/portfolio samples to editor@uwimprint.ca or drop in to the office, SLC0137.

1 MARKETING SALES REPS

Sept 14 start ; Monday to Friday ; \$14.00/hour

Assisting the Advertising and Production Manager with existing and new cold-call sales, for the purpose of advertisers promoting their business in Imprint, to the UW community and the general public in Waterloo, Kitchener, Cambridge and Stratford.

For further information on job description or applying for this job, please email cover letter and resume to ads@uwimprint.ca or drop in to the office, SLC0137.



AVAILABLE UW WORK STUDY POSITION REQUIREMENTS

You must be a full-time student and OSAP eligible. Candidates must first apply to Student Award and Financial Aid Office for approval. If approved, candidates are required to bring Declaration of Student's Eligibility/Hiring Form to Imprint interview.

UW WORK STUDY

EDITORIAL ASSISTANT

Sept 14 start ; Monday to Friday, part-time ; \$14.00/hour.

Enthusiastic attitude about writing and Imprint in general. Experience in transcribing, interviewing, research and the ability to plan and write full articles quickly and without assistance.

For further information on job description or applying for this job, please email cover letter/resume/portfolio samples to editor@uwimprint.ca or drop in to the office, SLC0137.

Position available upon funding.

VOLUNTEER COORDINATOR

Sept 14 start ; Monday to Friday, part-time ; \$14.00/hour.

Highly organized with excellent verbal and written skills, along with group management. Assisting the Executive Editor and Advertising and Production Manager with social recruiting events, Imprint training workshops, volunteer team spirit, appreciation luncheon, etc.

For further information on job description or applying for this job, please email cover letter and resume to editor@uwimprint.ca or drop in to the office, SLC0137.

Position available upon funding.

BOARD ASSISTANT

Sept 14 start ; Monday to Friday, 10 hours/week ; \$14.00/hour.

Assisting the Executive Editor, Advertising and Production Manager and the Board of Directors with ongoing projects such as databases, committee participation, website upkeep for Board minutes, research and other jobs as required.

For further information on job description or applying for this job, please email cover letter and resume to ads@uwimprint.ca or drop in to the office, SLC0137.

Position available upon funding.

SOCIAL MEDIA ASSISTANT

Sept 14 start ; Monday to Friday, part-time ; \$14.00/hour.

Assisting the Executive Editor to ensure daily postings are completed for Imprint's social media channels. Connect with readers ; develop content ; multi-task assignments from various departments and use social media analytical tools to measure key metrics for editorial and advertising.

For further information on job description or applying for this job, please email cover letter/resume/portfolio samples to editor@uwimprint.ca or drop in to the office, SLC0137.
Position available upon funding.

SALES ASSISTANT

Sept 14 start ; Monday to Friday, part-time ; \$14.00/hour.

Assisting the Advertising and Production Manager with existing and new cold-call sales, for the purpose of advertisers promoting their business in Imprint to the UW community and the general public in Waterloo, Kitchener, Cambridge and Stratford.

For further information on job description or applying for this job, please email cover letter and resume to ads@uwimprint.ca or drop in to the office, SLC0137.

Position available upon funding.

VOLUNTEERING

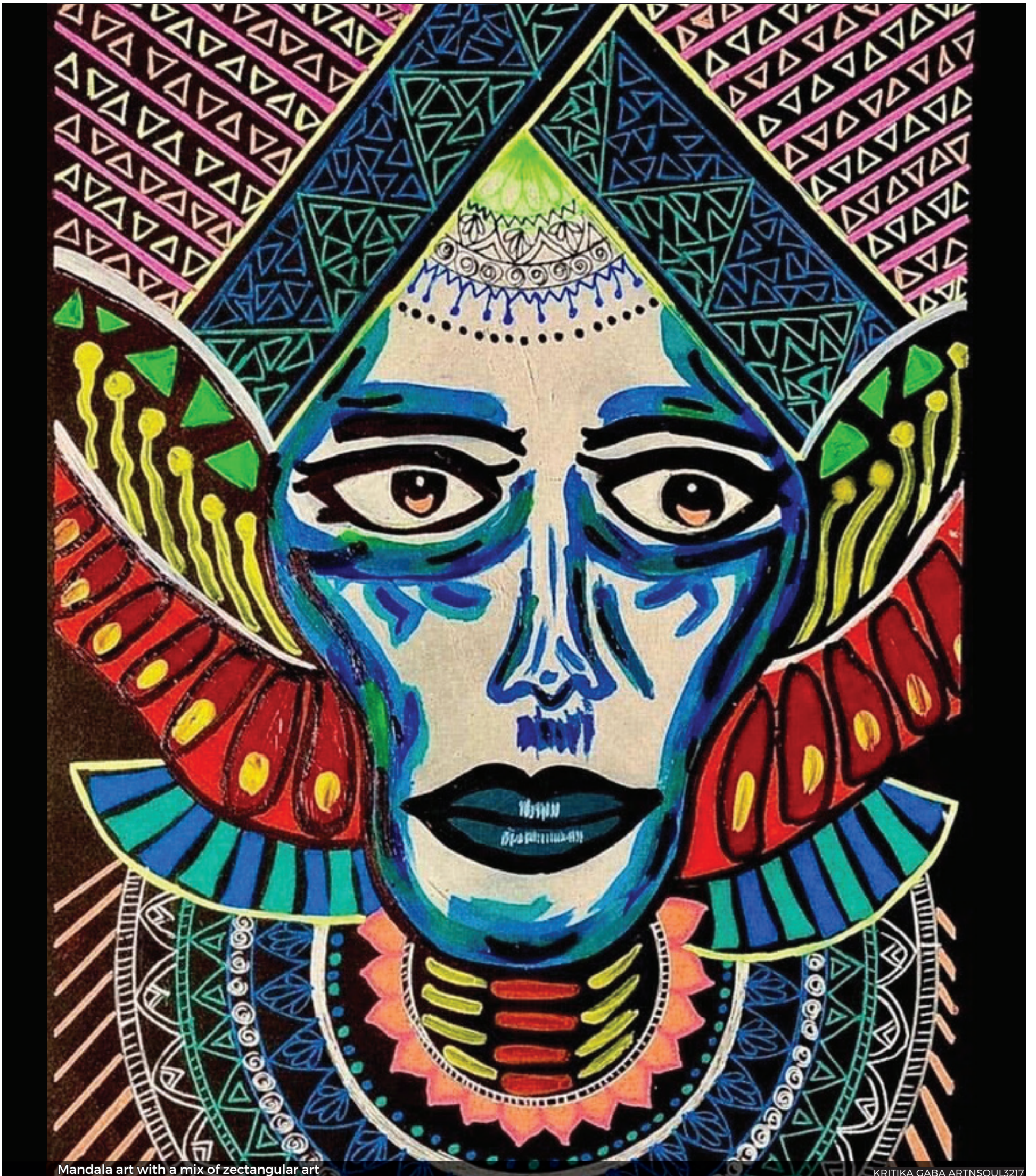
SECTION EDITORS for News, Opinion, Arts, Sports, Science, Distractions.

Other positions available are Head Designer, Graphics Editor, Copy Editor, Video Editor, Photo Editor and Satellite Campus Editor.

Apply to editor@uwimprint.ca with cover letter/resume/portfolio samples.

KEEP UPDATED WITH THE LATEST NEWS @UWIMPRINT.CA





Mandala art with a mix of zectangular art