

im print

p2

THE DRIVE TO UNIONIZE

How University of Waterloo's sessional instructors organized to form a union



FOOD IN DEEP SPACE

UW team participating in competition to produce food in harsh conditions. P4

WUSA ELECTION P3

WUSA general election nomination period ends with one candidate each in pres and VP races

FEBRUARY EVENTS P7

What to do in and around Waterloo region this month.

UNPAID NOTETAKERS P10

Notetaking is an essential accessibility service so why isn't UW paying its notetakers.

Warriors continue winning streak. Pg 8





UW's sessional's road to unionization

Sessional instructors at the University of Waterloo voted overwhelmingly to unionize after years of efforts by grassroots labour campaign OrganizeUW



VIA ORGANIZEUW

Nicola Rose
Reporter

Sessional instructors at the University of Waterloo voted to unionize, after years of facing substandard working conditions and compensation well below sector norms. UW's sessionals, who include course instructors with one- and two-term teaching contracts, were among the last short-term contract academic staff in Canada to unionize. When a formal vote was called in December 2022, more than 90 per cent of sessional instructors voted in favour of unionization, demonstrating the growing desire amongst the university's contract instructors to achieve a better work environment.

In March 2020, a group of graduate students formed The Committee to Organize uWaterloo (OrganizeUW), a grassroots campaign to unionize academic workers at UW. Initially, graduate student sessional instructors, TAs and research assistants (RAs) organized as one unit, however in the spring of 2021, the sessional drive formed its own bargaining unit, also known as a local, still under the purview of OrganizeUW.

"For years, even prior to officially forming OrganizeUW, there were lots of conversations between sessionals, who were disgruntled and wanted to find ways to improve their working conditions," explained Nolan Shaw, a PhD candidate and sessional instructor at the Cheriton School of Computer Science.

At universities across Canada, unions have helped academic workers bargain for important job protections and benefits, including hiring transparency, regular wage increases, and health benefits.

"Up until fairly recently, our [per-hour]

pay was substantially lower than other universities. It was about a couple years ago, I think, that the university finally resolved to raise the TA pay rate to match other universities," Shaw said.

In winter 2021, UW proposed a wage increase for graduate student teachers from \$33.89 to \$45 an hour, which would more closely align with hourly pay rates at universities across the province, though overall compensation would still be below comparable schools.

However, OrganizeUW reported that this wage increase would be accompanied by a reduction in grant and scholarship funding available to graduate students. As a result, the material benefits of the pay increase would be significantly reduced for many students.

"When the TA pay rate went up, I and lots of other graduate students actually saw our overall funding go down, because in order to compensate for this increased pay rate, they actually cut our scholarships. And as a result, these non taxable scholarships [were] replaced with taxable income," Shaw said.

"In labor speak, people call this type of thing a clawback, where they sort of acquiesce to one demand and then try to find other ways to worsen your circumstances," Shaw explained.

Not only is compensation low, but working as a sessional or TA can also require unpaid labour. While sessionals receive hourly pay for their assigned work hours — typically established at the start of the term — they are not compensated for any administrative work they must complete before the course begins.

"If you take on a sessional role for a course that you haven't taught before, and you don't have the teaching materials, lots of times these materials aren't provided for you," Shaw explained. "You [also] need to determine all sorts of administrative requirements for that course, like what the grade distribution will be across assignments or tests and what your late policy will be well before the term actually begins, and this is completely unpaid. There are dozens of hours that are unaccounted for that the university more or less says 'that's up to you to figure out.'"

Sessional instructors, as well as TAs, also typically receive less control over which courses they teach than academic staff with longer-term contracts, meaning they may need to review a broader range of educa-

tional material in preparation for the term.

"Oftentimes, the educational requirements for an undergrad are broad enough that even within the same program, lots of graduate students might not have been exposed to this material. And the onus of being trained on that material falls entirely upon the graduate students. There is no paid training. You just need to figure it out as you go and catch up on your own time," Shaw explained.

Furthermore, although graduate students are typically informed about their total number of expected working hours before a class begins, they often receive requests to work additional unpaid hours ad hoc throughout the term.

"Once the course actually gets into its full swing, we're often put into a position where professors say, 'Okay, well, you know, we need to get this marked. And if the students don't get their marks back then, you know, it's hurting them, right?'" Shaw said.

As a result, instructors sometimes have to choose between providing high-quality feedback that enriches the undergraduate learning experience and sticking to their paid hours.

Low wages and unpaid working hours are just some of the many challenges sessional instructors at UW face. Imprint has previously reported on the limited job security and high turnover rate for academic staff with short-term contracts as well as the minimal protections and benefits sessional instructors have compared to staff with longer term contracts.

Sessional instructors, for example, receive almost no health coverage. "I just want to highlight that it's extraordinarily rare to have an employer where you more or less receive zero health benefits from working there. This is especially for sessional instructors, who might be working at the university for two or three years [with new contracts every four to eight months]. This is extraordinarily unusual," Shaw said.

To hold a formal vote on whether employees want to unionize, organizers must wait until a sufficient number of employees have signed a card signalling their desire to unionize. In Ontario, the threshold is 40 per cent.

The process began with getting as many cards signed as possible, which was difficult because there is no central database listing all sessional instructors at the university.

Additionally, unionizing, which is always a challenging process, was made more dif-

ficult by the short-term nature of sessional employment.

"As soon as the term starts, there's sort of a ticking clock in some sense, because some of the sessions who are working that term may be gone four months from [then]. The unionization process isn't really designed for this extremely high turnover employment situation. So at the start of term, we're trying to figure out all of the people who are working as sessionals," Shaw explained.

Although only 40 percent of workers must sign for a formal unionization to be called, organizers often wait to ensure at least half of the workforce will vote in favour of unionization before filing.

Shaw also outlined how unionization can bring benefits to undergraduates whose classes are taught by sessional instructors, explaining how when instructors are able to bargain for increased paid hours or higher wages, they can dedicate more time to providing high quality academic feedback and individual support to their students.

Furthermore, Shaw explained how the poor working conditions also affect the university's retention rate of instructors.

"You're going to have people who might have lots of experience having taught the course, but because the working conditions are so poor, they're going to go somewhere else to look for employment. So you might have people who are very passionate, very educated, very motivated to teach and may have taught at the university for a number of years, who then go elsewhere that really recognizes their value" he said.

OrganizeUW will continue to campaign to help TAs and RAs unionize.

Correction

An *Imprint* article titled "Sessional instructors at UW vote to unionize" published on Jan. 18, 2023 mentioned that "unionized instructors at UW have elected an executive and bargaining committee to represent their needs and desires to the university."

Unionized instructors at UW have not yet elected an executive and bargaining committee and will be doing that next.

Imprint regrets this error.

One candidate each in WUSA pres and VP races; crowded race for directors

Abhiraj Lamba
Managing Editor

The nomination period for the 2023 Waterloo Undergraduate Student Association (WUSA) general elections ended Jan. 25, with Rory Norris emerging as the only presidential candidate and Katie Traynor as the only vice-presidential candidate. In contrast to the officer races, the director race is packed with 22 candidates running for 11 seats.

Four current directors — Rania Dato, Daud Khan, Jeff Zhu, and Jay Lan — are running for re-election. WUSA president Stephanie Ye-Mowe is also running to be a director next year.

In total, the 22 director candidates include seven from the faculty of math; four each from arts, and environment; three from engineering; and two each from science, and health.

The directors will be elected using a version of the single transferable voting (STV)

method which allows for a faculty guarantee, ensuring that the leading candidate from each faculty will be elected to the board, even if they are not amongst the top 11 candidates overall.

At the time of publication, seven director candidates are yet to confirm their candidacy to WUSA — a requirement to campaign and be included on the final ballot.

Due to lack of competition in both the officer races, Norris and Traynor will also face a binary approval vote to be elected to office, according to WUSA's elections and referendum procedures (ERP). If either or both races end with the candidates not being approved, there will likely be a by-election to fill those roles.

When asked about the uncompetitive officer races, Ye-Mowe said, "Obviously it's unfortunate. I will however say that from my knowledge of other student unions in Ontario and in Canada more broadly, and also just if you look at some of our previous years, this isn't the first time it's happened. We've had a couple of uncontested races before, so this doesn't necessarily ring alarm

bells per se. I think it's just a chronic issue that's being faced by every student association across Canada."

However Ye-Mowe did acknowledge the need to figure out why students aren't running.

"Obviously that doesn't mean that we shouldn't look into those roles, but at the end of the day, I think if we really want to figure out why students aren't running, we need to engage with students and ask them."

The election for undergraduate representatives to the UW senate is also running concurrently with the WUSA general election. There are currently four two-year senate positions open to undergraduates: engineering, math, health, and at-large. There is also a one-year at-large undergraduate representative position.

There was only one candidate each for the math, engineering, and two-year at-large undergraduate senator positions: Catherine Dong, Asher Scaini, and Rida Sayed respectively. In accordance with the ERP, Dong, Scaini, and Sayed will be acclaimed to the senate without a vote once they confirm their candidacy to WUSA, a requirement

Dong and Scaini are yet to fulfill.

There were no candidates for the remaining senate seats — the health and one-year at-large undergraduate senator. A by-election will fill those vacancies, but the date has yet to be announced.

The campaign period for this election cycle began on Jan. 30 and will continue until the end of the voting period, Feb. 13 to 15. During the voting period, WUSA members, i.e. all UW undergraduate students, can cast their votes at vote.wusa.ca. The election results are expected to be announced on Feb. 17.

Important dates

Campaign period: Jan. 30 – Feb. 15

Imprint officer debate: Feb. 2

Candidate social: Feb. 6

Voting period: Feb. 13 – 15

Results: Feb. 17

**Artwork wanted for
Voices 2023!**

**Women's Centre is now accepting
submissions to their annual zine.**

**Send your poetry, artwork,
photography, short stories
and more to literature.wc@wusa.ca.**

**Submissions are due
Friday, February 10th!**



UW team advances in the Deep Space Food Challenge

Bethany Helaine Pöhl
Science & Technology Editor

A team of University of Waterloo scientists has advanced to the semi-finals of the Deep Space Food Challenge. Their project, “Novel hydrogel photobioreactor for bioregenerative life support,” moved onto phase 2 of judging and now awaits results.

Valerie Ward, assistant professor of Chemical Engineering at UW, has been thinking about how to reduce water consumption and increase sustainability in the algae growth process since her PhD days.

One of the challenges of space travel is transporting and growing food in space. It is expensive and energy intensive to transport food. Growing crops consumes a large amount of water and produces significant waste as the whole plant is usually not edible.

The goal of the UW team was to create a device that reduces water consumption for growing microalgae.

On the team with Ward are associate professor of chemical engineering Nasser Abukhdeir, applied science masters candidate Nick Rasmussen, and co-op student Craig Harrison.

The microalgae they are working with is *Chlorella*, which was chosen because it is edible rich in protein, and will produce oxygen while consuming CO₂ from the crew in space.

Protein production in space is another challenge that the team’s prototype addresses. Guidelines for astronauts say one-third of protein consumed should be plant-based and the remaining two-thirds should be animal-based.

The best moment of the project according to Ward was when the team finally saw algae growing.

The project has been in development for

a year, and the team was given \$30,000 in phase 1 of the Deep Space Food Challenge to fund the construction of a prototype. The challenge is run in partnership with NASA, the Canadian Space Agency (CSA), and other international collaborators. The challenge is looking for innovative food production technologies for use in space and here on Earth.

“My favorite part is you don’t normally get to develop a new type of bioreactor,” Ward said. “A lot of the technology has been around for a long time and it works really well for most things so you don’t need to design a new reactor. From a chemical engineering point of view, it’s a dream project to design your own reactor that’s a totally different configuration from anything else out there and actually see it built and working.”

The second phase of judging happened last week, with \$100,000 on the line. The team will find out the results in February.

If selected, they will then move on to phase 3, proceeding with a more comprehensive version of their prototype.

Ward expressed that working on the project has been an interesting exercise in challenging one’s innate assumptions. The technologies used on Earth may not work in space. There are a multitude of factors to consider when building a prototype such as microgravity, the rate at which water evaporates, and surface tension changes. Part of the project is showing these factors have been accounted for.

The long-term plans for the project, outside of the Deep Space Food Challenge, are to further assess the viability of pursuing biofuel development on Earth.

Ward’s message for readers: “I’ve been thinking about this topic for ten years and I’m finally getting to do it. Sometimes you just have to wait till the timing is right, but if you really want to do something you’ll eventually get the chance.”

Comedy Show

Featuring DeAnne Smith, Rob Bebenek, Cassie Cao & Ashwyn Singh

February 8th @ 7:30 pm Theatre of the Arts, ML

Scan Here!

Tickets won't last!
Book your free tickets now at wusa.ca/events

@ashwysingh

@DeAnne_Smith

@ol_bebie

@thecassiecao

Studying is hard, housing shouldn't be.



Join us for a session with Studentcare and their lawyers to learn about housing and your rights as a tenant.

Register now to book your spot, it's FREE to attend!
Food and drinks will be provided.

When: Tuesday, February 7th @ 12:00pm

Where: SLC Black & Gold Room





From Idea To Creation

Storytelling and screenwriting tricks I use while working on my one-hour teen drama

Nadia Khan
Arts & Life Editor

The current screenplay I'm working on is a one-hour drama set in small-town Minnesota after the 2008 recession. It follows a Bengali-American girl wrestling with the typical teen angst fare (think *My So-Called Life*), coupled with the additional complications that come from being a second-generation immigrant caught between two worlds. It's a love letter to the misfits and outsiders.

I have a few ground rules for myself when I'm working. The first is that I can't listen to music produced after 2009 since it would be untrue to the time period I'm portraying. I've created a Spotify playlist titled "ipodshuffle" for this purpose, which contains all the music my main character would listen to on — you guessed it — her iPodShuffle.

When it comes to research, I make sure to know every minute detail of my character and the world she lives in. I know the books she's reading in class and what her diary entries look like. I've spent hours scouring through year-book photos of high school graduates online from 2009 to get a feel for popular hairstyles and makeup trends. To better underscore the recession and social context, I researched everything from #OccupyWallStreet to online youth subcultures on LiveJournal and MySpace. I do occasionally draw from some of my own experiences as a teenager but sparingly — I don't want to over-insert myself into my characters since I want them to become their own individuals.

Before writing, I like to get in the zone by warming up. I either edit what I've written the day before or get to outlining. I personally think having a loose plot structure before writing saves time. I'd rather find out while planning my plot that something's not clicking than when I'm already on page 50 and need to start over.

My main objective when first crafting a scene is to nail down the scene's broad strokes and key plot points. That's it.

Next, I start weaving in more subtle details in terms of characterization and subplotting. In later edits, I become more particular about capturing a character's distinct manner of speech and behavior. One trick I like is covering each character name to see if I can still tell who's speaking just from their dialogue. Another good rule of thumb is using dialogue to show who a character thinks they are and their actions to reveal who they actually are.

When I'm working on a story, I'm careful not to let the outside world seep into my headspace. I'm a devout believer in writing what you like and not what you think others will. I don't bother chasing trends. With the sheer amount of time it takes to get a script produced, it's possible that the trend I'd be trying to capitalize on isn't even around anymore by the time my work is ready for pitching. The only real way

for me to produce anything I'm half-proud of is by writing in a vacuum and not thinking about how others will receive it.

Whenever I get writer's block, one of my favourite scenes to work on are arguments. On a practical level, they help me uncover intention and crystallize what exactly it is each character is fighting for. But really, I just find arguments ridiculously fun to write. I love the challenge of presenting two clashing perspectives and making someone in the wrong empathetic. There's a reason why some of my favourite teen TV heroines of all time — like Angela Chase, Rory Gilmore, and Blair Waldorf — are all deeply flawed and complex. I don't love characters in spite of their flaws, but rather because of them.

By the time I get to editing, I start trimming any narrative fat that doesn't steer the story forward. I adhere to Chekhov's "gun principle," which means that re-stressed details should carry some kind of narrative purpose — if a writer keeps showing their audience a gun, the gun should be fired at some point. This isn't always easy for me because I love writing elaborate, tangent-heavy dialogue (think *Gilmore Girls*). However, since I know I can't let my characters waffle aimlessly, I will eventually give in. I cut, cut, and cut some more.

Still, I never truly throw away any deleted material — I transfer it to a Google Doc document specifically meant for deleted scenes. If a clever line I like or even an entire scene is no longer needed for the story, I store it for later. Even

if I hate a scene and think I don't want to use it ever again, I think it's always better to be safe than sorry. You never know if a bad idea later has the potential to become a good one under different circumstances.

Storytelling is a muscle, and I'm still strengthening mine. I'm always working on my script even when I'm not actively writing. I'm researching between classes and mentally re-configuring plotlines on the bus. I'm re-writing the same line of dialogue over and over until it has the ring I want it to have. It's a cycle in which I write often, revise even more, and then rinse and repeat until I feel like I'm on the right track.



SARAH MORASSUTTI

If you are an artist who would like to share your creative process for "From idea to creation," please contact arts@uwimprint.ca or assistantartseditor@uwimprint.ca

What to do this February in Waterloo

Show a little love to the community this winter season



VIA KWHUMANESOCIETY

Megan Storozuk
Reporter

Bake For The Animals Kitchener-Waterloo Humane Society Until March 31

This all-ages event allows the community to come together in support of our local animals. The Humane Society will be holding a competition where you can register and sell your baked goods to raise funds. If you're not a baker, purchase 50/50 draw tickets to show your support and enter to win a prize. Give back this loving season and support our local animals.

More information is available: kwsphumane.ca.

Skate Night Date Night Waterloo Public Square Every Wednesday of February, 6:00 – 8:00 p.m.

Do you love winter activities and listening to your favourite music? Check out Waterloo's free Skate Night Date Night this Valentine's season. Each week will bring food and hot drinks from the Funnel Cloud food truck and feature a different decade of music.

More information is available: explorewaterloo.ca.

Waterloo Region Black History Month Launch 2023 Ken Seiling Waterloo Region Museum

Feb. 5 from 11:30 a.m. – 5:00 p.m.

To kick off Black History Month, join the Caribbean Canadian Association of Waterloo Region and the Region of Waterloo Museums & Archives in celebrating the accomplishments and contributions of Black Canadians for free at this year's Black History Month Launch. With diverse food, music, artists, history, workshops, and performances, this event will radiate a love for diversity.

Tickets and more information available: waterlooregionmuseum.ca.

PWHPA Showcase Kitchener Memorial Auditorium Feb. 11 at 6:00 p.m.

In support of the world's best female hockey players, attend the PWHPA Showcase presented by the Ontario Hockey League (OHL) and the Professional Women's Hockey Players Association (PWHPA). Featuring Team Sonnet against Team Scotiabank, this event highlights some of the best players in the league in their regular season Secret® Dream Gap Tour games. With tickets starting at \$15.75, this is not an event you'll want to miss.

Tickets + more information available: pwHPA.com.

A Hockey Weekend in Kitchener THEMUSEUM Feb. 11 and 12 from 10:00 a.m. – 3:00 p.m.

Are you looking for a family-friendly event to spread

the love this February? Join THEMUSEUM for a hockey-themed weekend with games, NHL trophies, and unique exhibits. Admission is free for infants under three and ranges from \$12 to \$20 for children and adults. Tickets and more information are available: themuseum.ca.

Mac & Cheese Festival THEMUSEUM Feb. 24 from 7:00 – 10:00 p.m.

Do you like eating your favourite food while also supporting local businesses? Then, attend THEMUSEUM's Mac & Cheese Festival! With tickets costing \$39.99, this event provides every participant with 4 oz. beer samples from local breweries and 4 oz. samples of mac & cheese from participating restaurants. While this event is 19+, both non-alcoholic and alcoholic drink tickets are available.

Tickets and more information are available: themuseum.ca.

The Magical World of Harry Potter Centre In the Square Feb. 17 and 18 at 8:00 p.m.

Enjoy a magical night with the Kitchener-Waterloo Symphony, featuring songs from the monumental film series of Harry Potter. This event will urge you to travel from the life of a simple muggle to the world of magic only seen in your dreams. Tickets range from \$13 to \$94, with a discount for students with valid student IDs.

Tickets and more information are available at kwsymphony.ca.



VIA EXPLORE WATERLOO

sports & health



WRITE FOR SPORTS

Imprint is looking for sports writers! For more information, email sports@uwimprint.ca

Warriors remain top of the west



Left to right: Summer Pahl (#15), Maddy Adams (#23), and Ghiselle Poblete (#8) scored during the second half of the game

Alicia Wang & Charlie Dickson
Editorial Assistant & Opinions Editor

On Jan. 29, the Waterloo Warriors women's basketball team hosted and defeated the Algoma Thunderbirds with a final score of 86-49, their largest win margin yet. The victory is the third in a streak of wins for the Warriors, who currently sit at the top of the OUA Western division, with 12 wins and four losses.

The Warriors had a strong defense and dominated the paint, carrying an obvious height advantage over the Thunderbirds. In the first quarter, players Summer Pahl, Vanessa Hughes, and Jamie Newell saved several rebounds. The Thunderbirds were most successful in scoring 3-pointers, which prevented them from having to fight past the Warriors' centres.

The Warriors had an especially strong presence of inside scores and rebounds,

made up of players Pahl, Newell, Nehita Oko Obo, Maddy Adams, and Mackenzie Obermayer. Throughout the game, the rebounding was particularly lopsided due to the Warriors' clear height advantage.

The first quarter saw the Warriors begin with a 15-0 run, followed by a slow comeback from Algoma. Guard Ghiselle Poblete had the most steals, scoring two out of a total of four steals during the first quarter.

The first quarter ended in a 13-point game, with the Warriors drawing seven free throws.

The score at halftime was 48-20 in the Warriors' favor, expanding on the starting 15-0 run. The second quarter saw a clear star in Pahl, a strong and confident player, who earned the Warriors 17 points by the end of the game. Beth Howlett was another dominating force, scoring the Warriors 10 points during the second quarter alone. The Thunderbirds struggled to stop the Warriors inside post-offence, attempting

nearly double the amount of 3-pointers than they did rebounds.

The halftime show saw the Think Pink campaign's annual hair cutting ceremony, held to raise money and awareness for cancer research. Several members of the women's rugby team as well as a member of the women's hockey team participated in the hair cutting. The Warriors have raised nearly \$260,000 over the past 14 years for the campaign.

During the third quarter, Algoma made a slight comeback, while the Warriors scored several more 3-pointers and attempted more complicated plays. The score at the end of the third quarter was 70-29.

Kaitlyn Overeem began the third quarter with a 3-pointer, followed by a 2-pointer from Adams. A shooting foul from the Thunderbirds resulted in Overeem scoring another two points.

The Thunderbirds continued scoring most of their points via 2-pointers, with

several courtesy of the Thunderbirds' Karly Fracalanza. However, the Warriors followed closely with two 3-pointers from Overeem and two consecutive jumpers from Pahl, demonstrating her integral role in many of the Warriors' plays in the third quarter. Charissa Virr then scored another 3-pointer, followed by Beth Howlett with the last 3-pointer of the third quarter.

During the timeout, the score was 65-26. At the end of the third quarter the score was 70-29.

The Thunderbirds managed a small comeback in the fourth quarter. Fracalanza and Mercedes Mazucca scored a 3-pointer and 2-pointer, respectively. Here, Pahl had her strongest quarter in the game, scoring six points for the Warriors. Poblete scored two consecutive 2-pointers. The Warriors let up slightly in the last quarter, scoring 16 points to the Thunderbirds' 20.

The Warriors will face the Laurier Golden Hawks on Feb. 1 in a home game.

Recipe: Chocolate Chip Shortbread

By Ingrid Au

In a blink of an eye, it is February — the month of love. This recipe is perfect for those who are looking to prepare something sweet for their significant other or for themselves — because you gotta treat yourself too! These shortbread cookies are sweet and chocolatey with a salty and buttery depth. This is Alison Roman's Salted Butter and Chocolate Shortbread Cookies, and they are a godsend.

Tools

- A stand mixer or hand mixer
- Spatula
- A mixing bowl
- Parchment paper
- Baking sheet
- Plastic wrap

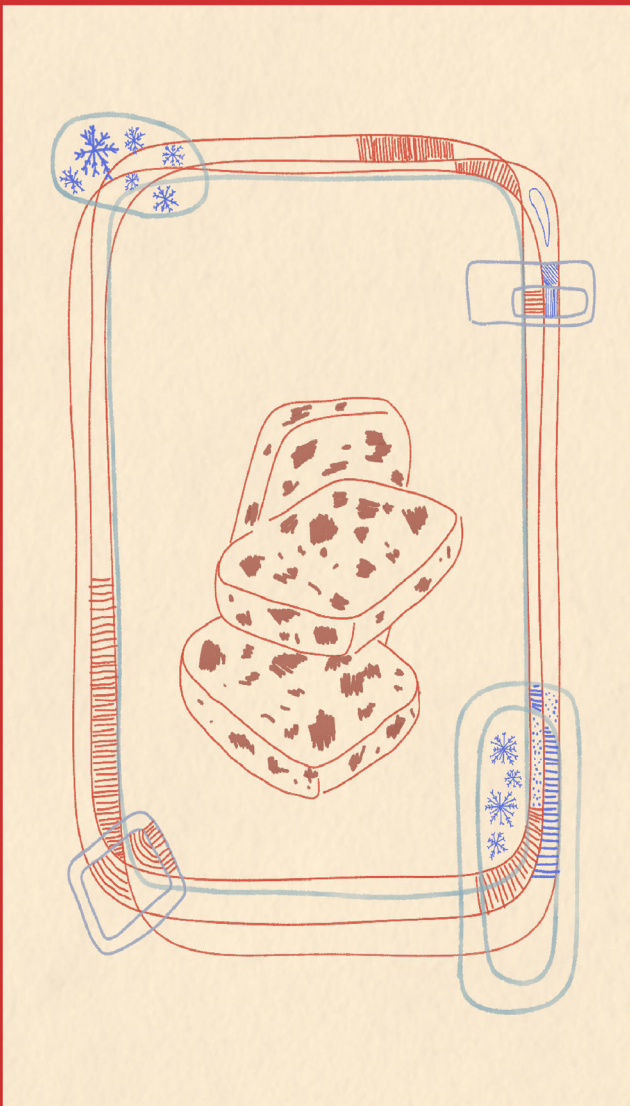
Ingredients:

- 2 ¼ cups of all-purpose flour
- 1 tsp of vanilla extract
- 2 ¼ sticks of salted butter, cut into cubes
- ½ cup of granulated sugar
- ¼ cup of brown sugar
- ¾ cup of semi-sweet chocolate (bar, chopped into small chunks)
- 1 egg (beaten)
- Salt

Instructions:

- With a mixer, combine the butter, sugars, and vanilla until the mix is light beige and fluffy — this should take three to five minutes. You can manually whisk this, but it's not practical — you'd thank yourself later for using an electric mixer. Use a spatula to scrape the sides of the bowl and add the flour in small increments. Then, gently fold in the finely chopped chocolate. It is important to note that you should be using chocolate bars, as chocolate chips alter the texture of the shortbread.
- Portion your dough to the size of the plastic wrap so that the wrap can cover the dough. Once covered, gently shape the dough into a log form and chill the log in the fridge for a minimum of two hours.
- Preheat the oven to 350°F and place the parchment paper onto your baking sheet. Cut the log into ½-inch rounds. Brush the shortbread with the beaten egg and roll the sides in brown sugar.
- Bake for 12-15 minutes and let them cool.

Regardless of whether you find yourself making these cookies in February or not, this recipe can be used year-round. They are so good that you will reach for them anytime. So enjoy!



INGRID AU

GO BLACK GO GOLD

WATERLOO WARRIORS

THIS WEEK IN ATHLETICS

BASKETBALL
FEB. 11 (FR) 8:00 PM (HS) 8:00 PM
CARL TOTZKE COURT (PAC)
VS LAURIER

M HOCKEY
FEB. 8 | 7:00 PM
CIP ARENA
VS WESTERN

VOLLEYBALL
FEB. 8 | (HS) 8:00 PM (PD) 8:00 PM
CARL TOTZKE COURT (PAC)
VS BROCK

W HOCKEY
FEB. 8 | 7:00 PM
CIP ARENA
VS WESTERN

CLIMBING
LEARN TO BELAY
SUNDAYS
4:00 - 6:00 PM
\$8/SESSION

VISIT
WARRIOR.WATERLOO.CA
FOR MORE INFORMATION

MOVIE PLAY SUCCEED

GO BLACK GO GOLD

ATHLETES OF THE WEEK

CARLEY OLIVER
HOCKEY
KINESIOLOGY

LIAM MACARTHUR
VOLLEYBALL
KNOWLEDGE INTEGRATION

imprint

Wednesday, February 1, 2023 | Vol. 45 Issue No. 23
 Student Life Centre, Rm 0137
 University of Waterloo
 Waterloo, Ontario N2L 3G1
 P: 519.888.4048 | F: 519.884.7800
 uwimprint.ca

Publisher: Andres Fuentes
 Executive Editor: Meagan Leonard
 Editorial Assistant: Alicia Wang
 Sales Rep: Vacant
 Distribution: Shubham Patel
 Volunteer Co-ordinator: Vacant

Editorial Staff
 Managing Editor: Abhiraj Lamba
 Creative Director: Sharanya Karkera

News Editor: Vacant
 Assistant News Editor: Meghana Anthannagari
 Arts & Life Editor: Nadia Khan
 Assistant Arts & Life Editor: Remy Leigh
 Science & Technology Editor: Bethany Helaine Pöltl
 Assistant Science & Tech Editor: Khalid Safdar
 Sports Editor: Avitej Singh
 Satellite Campus Editor: Vacant
 Opinions Editor: Charlie Dickson
 Distractions Editor: Ingrid Au
 Head Designer: Jia Chen
 Assistant Head Designer: Mahnoor Irfan
 Photo & Video Editor: Andrew Yang
 Photo Editor: Melissa Hughes
 Video Editor: Andrew Yang
 Assistant Photo & Video Editor: Vacant
 Graphics Editor: Vacant
 Assistant Graphics Editor: Vacant
 Copy Editor: Eduardo Matzumiya
 Assistant Copy Editor: Tanya Kathryn Leung
 Intern: Vacant

Imprint is the official student newspaper of the University of Waterloo. It is an editorially independent newspaper published by the Federation of Students, University of Waterloo, carrying on business as the Waterloo Undergraduate Student Association ("WUSA"), a corporation without share capital. Imprint is a member of the Ontario Community Newspaper Association (OCNA). Content is provided for general information, education and entertainment purposes only, and does not necessarily reflect the views of the Editorial Committee, WUSA, staff or advertisers. We welcome editorial submissions, articles, letters, photos and graphics ("Submissions") for publication in any edition of Imprint, subject to terms and conditions for Submissions, which are available upon request. Imprint does not guarantee that Submissions will be published. Imprint reserves the right to approve and edit any Submissions to be published. A Submission will not be published if it is determined to be libelous or in contravention of Imprint's policies, code of ethics and journalistic standards. Imprint may reproduce content, including Submissions, commercially in any format or medium. Imprint disclaims direct and indirect liability for reliance on or use of its content. Imprint is published every Wednesday during fall and winter terms, and every second Wednesday during the spring term. Imprint reserves the right to screen, edit and refuse advertising. One copy per customer. Imprint ISSN 0706-7380. Imprint CDN Pub Mail Product Sales Agreement no. 40065122.

Pitch/post-mortem meeting:
 Wednesdays at 4:00 p.m. in SLC 01377

Imprint acknowledges that the University of Waterloo is situated on the traditional territories of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee Peoples. The University of Waterloo is situated on the Haldimand 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.

**HAVE YOUR SAY**

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

opinions

Why doesn't UW pay student notetakers?

UW's reliance on volunteers to provide disability accommodations is exploitative and inefficient

MELISSA HUGHES

Almost every University of Waterloo student has experienced the intense discomfort of an unanswered request for a student notetaker.

Usually, students enrolled in a course where a classmate has requested notes through AccessAbility services will receive an email asking for volunteer notetakers. In some cases, professors will also post the request to Learn or make an announcement at the beginning of a class.

In my experience, the requests frequently go unanswered, sometimes prompting AccessAbility Services or professors to send out additional appeals. Still, these requests often remain unfulfilled. As someone who needs notes in several of my classes each term, the low rate of volunteer notetakers has left me without important academic accommodations.

Part of the issue is that notetaking at UW is unpaid. Rather than compensating students for their labour, the university expects students to provide disability support to their peers for free. But without sufficient remuneration, too few students are motivated to produce these resources, leaving too many others unsupported.

The idea of paying student note takers is not new. Students at universities across Canada and the United States receive monetary compensation for their labour at both the undergraduate and graduate level. The rate of pay at different universities varies significantly, with some schools, such as the University of Calgary, offering an hourly rate, and others offering a term stipend (sometimes below the minimum wage).

Additionally, some schools allow students not enrolled in a class to take notes for that class, provided they have sufficient knowledge of the subject matter to understand and translate the lectures. This practice creates more paid opportunities for students and increases the likelihood that students in need will receive sufficient notes.

Regardless of the differences in specific policy, these schools pay students for their labour, provide additional (and accessible)

job opportunities on campus, and ensure more frequent, higher quality notes for students in need.

At UW, where payment has yet to be introduced despite the unmistakable need, some professors find individual solutions to incentivize notetaking and reward students for their labour.

In one of my psychology classes, the professor offered a three per cent bonus to any student who provided consistent, high-quality notes throughout the term.

The approach worked — I received clear, informative notes, uploaded just a day or two after the lectures each week.

However, the psychology class was on the larger side, meaning there were more potential candidates for this offer. In smaller classes, there is a higher chance no student will take the offer — at least not without a higher bonus.

Additionally, this approach privileges students with the ability to take good quality notes and disadvantages students like me, who require the accommodation. I would love to take notes in exchange for bonus marks, but I sometimes struggle to take notes just for myself, potentially disqualifying me from accessing the extra credit opportunity.

Given the choice between no notes and my classmates receiving higher grades, I will always pick the notes — and I'm happy for my classmates to be rewarded for their efforts. However, making extra credit inaccessible to some students seems unfair and potentially discriminatory.

Another approach is to turn the creation and provision of high quality class notes into an assignment. In several of my English courses, students have been divided into groups of three to five, with each group responsible for producing notes for several classes during the year.

Within the groups, students can take on responsibility based on their individual abilities, with some students recording notes during class and others editing the notes before uploading them. Usually, my

professors have also instructed the students in the editing role to add relevant links and images, enriching the class notes. The editors could also be responsible for developing study materials related to the class content, such as practice exam questions or putting together Quizlets with key terms.

Another benefit to the class notes assignment is that students unable to attend a specific class will be able to catch up on the material more easily. Additionally, because the assignment is marked, students are likely to invest more effort, resulting in good quality notes.

However, turning class notes into an assignment is not always possible. In some cases, the syllabus is not flexible enough to include the assignment; in others, professors may not be willing to introduce this assignment, whether there could be room on the syllabus or not.

Ultimately, no individual solution will entirely solve the issue at hand — offering disability accommodations based on students' willingness to perform unpaid labour is both unethical and ineffective. Without change, the provision of class notes will be an exploitative and inadequate system.

Admittedly, even payment for notetakers may not always result in sufficient notes. Class notes are just one of many academic accommodations in which UW should invest more funding and effort. Others include requiring professors to post all class materials, such as lecture slides and discussion questions, and requiring more exceptions in classes where attendance is marked, such as allowing students to miss a certain number of classes without documentation before receiving a penalty.

Even so, paying student notetakers is an important first step toward providing effective disability accommodations and compensating students for their labour.

Nicola Rose
 4BARBUS



Who will be the 2023-24 WUSA Board of Directors?

Learn about the candidates in the upcoming WUSA election events.

Reddit AMA

 Tuesday, January 31st, 2023

 9:00AM - 9:00PM  r/uwaterloo

Imprint's WUSA Officer Debate

 Thursday, February 2nd, 2023

 3:00-5:00PM  SLC Lower Atrium

Candidate Social

 Monday, February 6th, 2023

 5:00-7:00PM  Multi-Purpose Room

Trivia Night

 Thursday, February 9th, 2023

 7:00 - 9:00PM  Black & Gold Room
(SLC 2143)



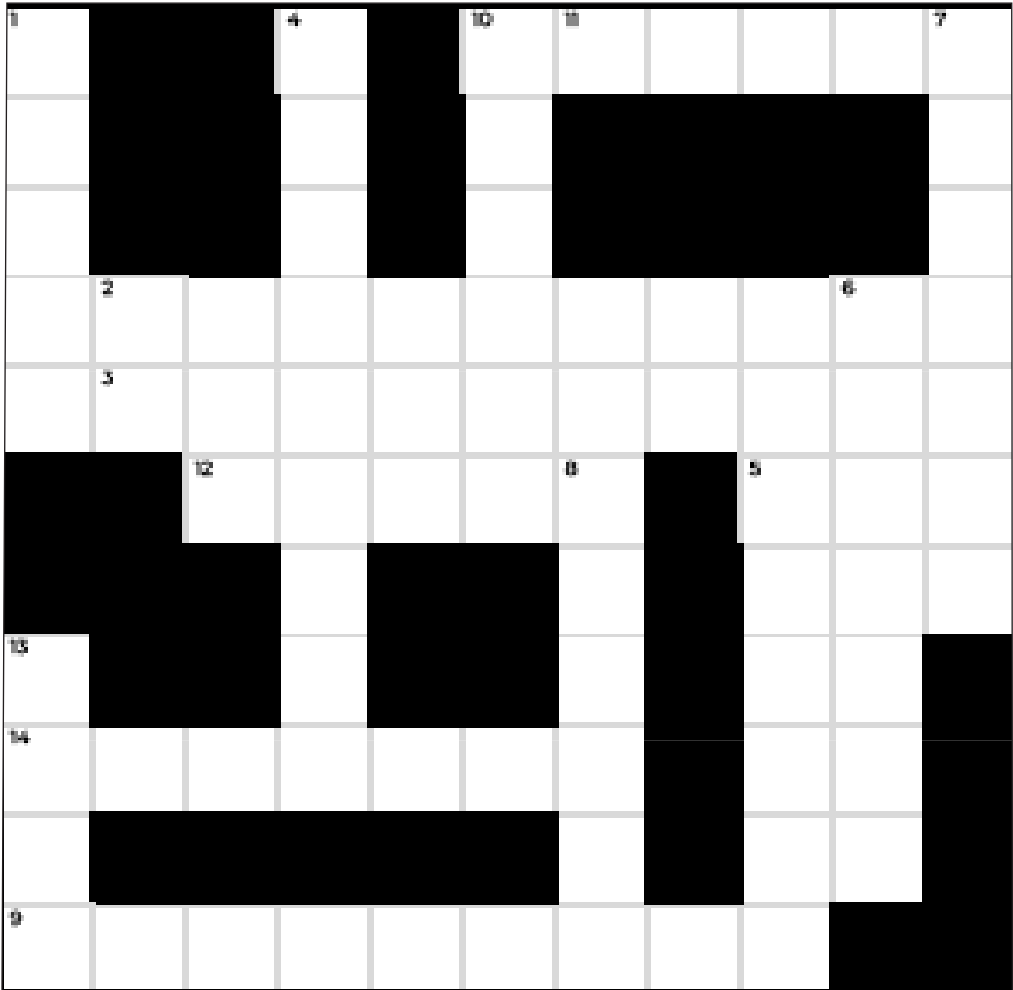
For details regarding the WUSA election events, visit wusa.ca/events.



Q: WHAT IS SO GOOD ABOUT A BOOK ABOUT ANTI-GRAVITY

A: IT'S IMPOSSIBLE TO PUT DOWN!

Imprint Crosswords



Across

- 2. Elizabeth Bennet's aunt who lives in Kent
- 3. The main female protagonist in the Pride & Prejudice
- 9. Mr. Bennet's home
- 11. The younger Bennet sister who marries Mr. Collins
- 12. First name of the Pride and Prejudice author
- 14. Last name of the pride and prejudice author

Down

- 1. Who is Elizabeth Bennet's love interest
- 4. What is the eventual outcome for Elizabeth and Mr. Darcy in the novel?
- 5. Another word for pride
- 6. Elizabeth's best male friend
- 7. Love interest of Jane Bennet: Bingley
- 8. First word of the book's title
- 10. Mrs. Bennet's favourite daughter
- 13. What event brings Mr. Darcy and Elizabeth together in the beginning of the novel?: Ball

LAST WEEK'S ANSWERS

9	7	8	4	1	5	6	3	2
3	4	6	7	9	2	8	1	5
5	1	2	8	6	3	9	7	4
4	3	1	2	5	9	7	6	8
7	8	5	6	3	4	1	2	9
6	2	9	1	8	7	4	5	3
2	6	4	3	7	8	5	9	1
1	5	3	9	4	6	2	8	7
8	9	7	5	2	1	3	4	6

