

AUS ARTS FROSH 2018 REPORT

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We would like to acknowledge that we are situated on the traditional territory of the Kanien'keha:ka people, keepers of the Eastern Door of the Haudenosaunee Confederacy. This is a place which has long served as a site of meeting and exchange amongst nations. We recognize and respect the Kanien'keha:ka as the traditional keepers of these lands and waters.

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o. Preface to Frosh

The VP Social of AUS gave Equity Commissioners neon frosh leader shirts from the previous Frosh Event. Throughout Frosh 2018, Equity Commissioners were subject to overt observation due to the colour of their shirts - which for the VP Social was non negotiable - should all three Equity Commissioners want to partake in Frosh. VP Social also made attempts to bar one Equity Commissioner from entering Frosh due to their commitment to a job outside of AUS. Despite the Commissioner telling VP Social that the Commissioners boss of the said job had approved of the commissioners presence at Frosh 2018 - VP Social made attempts and contacted the Commissioners boss without the Commissioners consent.

Pamphlet entitled "AUS Camp Frosh" that included the Frosh Schedule as well as descriptions of the event lacked diversity in the photos provided, as well as the information

provided within the event description. All, if most events, failed to provide adequate descriptions to accommodate for most students attending frosh, and although there was a clear legend that detailed accessibility needs, most events did retain the images related to anti-oppressive practices that the legend claimed were available during Forsh 2018.

1. Meet your Counselors - Thursday, August 30th, 2018

This was the first event and it took place at Lower Field. The Inclusivity Coord introduced herself and gave Equity Commissioners her phone number and said to call if they anything. As this was the Equity Commissioners' first meeting with the Inclusivity Coord for AUS Frosh, they asked if it was possible to receive a schedule of which Frosh coords would be responsible for the different events happening in Frosh. Response was same as VP Social who said that it was confidential and had to ask permission from Co-Chairs. This began a recurring problem of withholding information from AUS Equity Commissioners concerning Frosh events and details.

2. Explore Camp - Thursday August 30, 2018

BDA Biggest problem with this stop was the lack water that was provided. Water is present in front of AUS office but unfortunately during flip cup, water was not handed out to students and BDA staff was only handing out cups of beer - students then had to raise their hands and personally ask for water - being singled out and unable to ask for water without stopping the game. Talked to VP Social who was responsible for stop and they said that there was a reason for water not being offered within the office as well as water not being shared with table that beer was on. Recommended them to place water within office but huge table of beer was still being passed out without students first consenting to it.

Equity Commissioners then split to each do one side of the bar crawl - saw frosh Group on Milton walking with frosh leaders playing loud music on speakers.

Carlos and Pepes: when Equity Commissioner arrived coords put out pitchers of water- before ostaff was just pouring beer - Two coords present. Food is sequestered in back with both stairs and large crowds blocking it. Frosh leaders visibly drinking. All coords seem responsive and responsible here. Frosh leaders actively try to get froshies to eat. No clear labeling in tables either. Food is not clearly labeled. Other than Carlos and Pepe's being totally inaccessible, the coords were responsive to Equity Commissioner asking them to put labels on food options and put equal amount of beer and water available on table. Coords very responsive and did a good job of controlling crowd. Bathroom is unnecessarily gendered.

Walking from Carlos and Pepe's Equity Commissioner was stopped by a frosh leader who asked him if he had been a frosh coord last year. Immediately Equity Commissioner remembered ryan Shaw was a coord last year and told Forsh Leader they had mistaken the Commissioner for someone else and tried to leave but the frosh leader stopped, left his Group

and turned to Commissioner and took off his glasses and said- "don't you remember me?" To which Commissioner replied no and had to walk around leader.

WRAP CITY Clearly labeled wrap. Ostaffer has a shirt that says zaddy which he tells froshies to call him. Member of i team here. Water and bathrooms inside however froshies are expected to take themselves inside and ask for water as well as stand on the street waiting for sandwiches blocking public sidewalk as well as sandwiches parked on street and staffers and i team playing loud music outside. All staff members white passing

BRUTOPIA Making a good way of lining up on sidewalk. Up many stairs. They make a visible effort to have a water station that is behind a large group of people. Talk to a coord who is very nice. They have a gluten free vodka cranberry option. Water station is in a drought as is only one of the two slap cup games have water Present. All Frosh leaders are male presenting and white with three white women. Places to sit available. 2 ostaff present, again white women. Beer is constantly refilled by bar but still no water. Water station is left dirty while stack cup tables are set up with clean cups. Tables are even wiped but water station still empty. Frosh leaders are being told to get their froshies to use bathroom before (down the hall) they are also gendered. New Group arrives. Commissioner recommends to coord that they add a second water station. Frosh leaders- one of them is so drunk that they are being supported by other leaders.

McKIBBINS no ostaff at door nor at entrance. So. Many. Stairs. Flashing lights. No water present. Anywhere. All Frosh leaders are white as well as coord. Both O-staff and frosh leaders are chugging beers -all O-staff are drinking. More than half of frosh leaders are also visibly drinking. Ostaff is passing ONLY beers and offering to students. No mSERT or anything PREsent here. Frosh leaders are also holding pitchers of beers. Froshies are forced to ask bartender for water. Coord was unresponsive and unhelpful in helping change situation. Commissioner even got lost trying to find venue due to lack of signage and ostaff. This stop was really disappointing and reminded me of frosh from many years ago.

MADHATTER No Signage and Equity Commissioner got lost again. Talked to coord. Coord here is very nice and. Massive Jenga available - Commissioner really love this bar it's really well laid out and suitable for not drawing attention to froshies who don't want to play up cup. Although there are stairs- was most accessible bar stop that Commissioner saw on west side- with larger amounts of sitting areas as well. Flip cup is lined with beer without asking froshies what they want to drink- reverting again to problem that bda was having with not being able to accommodate for students who want to play but not drink. Frosh leaders all white but ostaff 3/4 poc with one woc.

LPG Upon entering the bar, it is noticeable that frosh leaders present were evidently inebriated. Water available easily at the centre of the bar. Coordinator for this stop was very good and organized. O-staff is drinking beer excessively. Froshies playing beer pong with various drinks in the cups and the froshies get to pick what they want to drink.

CAFE CAMPUS MSERT present at this stop, beer being given to people walking in. Frosh leaders are visibly drunk. No drinking games at this stop, seem to be running pretty smoothly.

LA DIPERIE O-staff and coords sitting on their phones and not interacting with froshies. Otherwise, good first stop. Talked to the coordinator at this stop and she said that it is going well.

MUZIQUE Coordinator at this stop is quite rude to me and is not accommodating when I ask questions about alternative drinks or a chill zone. Game at this stop is froshies have to wheelbarrow and then take shot. In the explanation of the game to the froshies, there is no mention of an alternative drink option or safety precautions.

FRAPPE No O-staff or coordinators at the door outside. O-staff inside are very nice and sober, very impressed with their accomodation. In the explanation of the game, the O-staffer offered beer and water and gave the option that they don't have to play.

CHEF ON CALL The coordinator and O-staffers are very nice. They did not ask any of the froshies if they have dietary restrictions while they are serving meat and dairy.

GENERAL VIEW Frosh leaders are too drunk to properly lead students - on countless times. Frosh leaders leading students into a crosswalk that had either expired or was just about to expire. And with that accumulating large responses from honking ambulances and police cars.

3. All-Faculty Concert - August 30th, 2018

a. L'Olympia

Commissioner entered venue by being accommodated by two Arts coords who let them into the building. The line to enter the venue was around the corner and the club was working with froshies to get everyone off the street and on the sidewalk.

MSERT was visible in front of venue. Red Frog also very visible in the front of venue.

Venue was large but had many stairs. All of the O-Staff within the venue were visibly drinking. Many frosh leaders visibly drunk and O-staff dominated the venues bar. Metropolis and it's dancing platform has many steps. There is a section for just the coords that seems empty, Commissioner remembers thinking this could be a nice place for froshies to sit in - due to the nature of the space which did not have any stairs around it and was generally quiet and away from both the lights of the dancefloor and noise of the event.

Bathroom is up a steep amount of stairs which also leads to like an amphitheater that sits on top of the dancing stage. Bathroom big but gendered and had no O-staff to help facilitate crowd that was entering and around the bathroom.

The amphitheater with seats that overlook whole stage is chill zone. This space is only accessible if the individual is able to walk up the steep flight of stairs of the venue as well as

bypass the large amount of crowds around the bathrooms. Chill zone is so inaccessible that red frog can't even access it

Ostaffers are so drunk that they are at one point ushering froshies into club and screaming "shots". "I team" is also very visibly holding alcohol in hand and consuming it. Almost every frosh leader is holding a beer can. A drunk frosh leader gets on another frosh leader's shoulders in front of the whole crowd. In the frosh coord VIP section, they have bottle service and are pouring each other large amounts of alcohol. Although Commissioner was not invited into space, they could very clearly see coords pouring each other large amounts of alcohol from large service bottles. Commissioner is unsure of where Arts Forsh Coords are able to get the money to spend on bottle service for themselves.

b. Metropolis

Venue

At the venue, a team of around 8 people from Red Frogs and around 10 MSERT responders were there. All-gender, single-occupant washrooms were available on the bottom level and gendered washrooms were at the top of the higher level. There was a lot of sitting space at the top part of the club and a lot of standing space at the bottom of the club. The venue did not seem to be elevator accessible and there were a significant amount of stairs throughout. There were also excessively flashing light and lots of stimulation present. Only three chairs were available on the first floor for people to sit near Red Frogs.

Chill Zone

There was no chill zone, apart from a quieter section where MSERT responders were handling emergencies. There seemed to be no place for students to go besides leaving the venue. There were no alternative activities provided and loud music was omnipresent, with the exception of in stairwells and the MSERT space.

Frosh Staff

One leader from Macdonald Campus was visibly intoxicated (not alert, slurring) though checked in with one Commissioner (seemed to think the Commissioner was a froshie). Equity Commissioner noticed a froshie with a foot cast climbing stairs and later saw a froshie with crutches who stayed on the bottom level. The previously mentioned Macdonald Campus Frosh leader noticed someone sitting on the ground, asked them if they were okay and then ignored them.

At 9:30pm, two members of the Red Frogs team came by to upper floors give glow sticks, granola bars, and water. One frosh leader did not know that there was a washroom on the bottom floor and led an intoxicated student upstairs to the washroom on the second floor.

It seemed that frosh leaders were slow to check in with students. One student had their head down and about 5-6 frosh leaders passed by him before one of them checked in with the student. Throughout the night, frosh leaders were checking in less and less with students.

Miscellaneous

Performers used gunshot sounds and one rapper said (verbatim) "if you have one of those underage bracelets, find someone that doesn't and get yourself a drink".

Recommendations: It seemed that harm reduction was not a priority for frosh leaders. They were not informed about crucial details of the venue, such as the fact that there was a washroom on the bottom level. As well, it would be useful to provide condoms & other safer sex supplies at the exit, along with things like earplugs, etc. Frosh leaders should check in more frequently with students and proactively ask them how they are feeling throughout the night, especially in the later hours.

4. Circus - Friday, August 31, 2018

Venue

Frosh leaders, coordinators and O-staff managed the long line at the front of the club effectively. Unfortunately, there was a significant set of stairs to get into the building. The venue is very spacious, but difficult to navigate as it is virtually in the dark with no signage present. There is limited seating space, though there are small couches pretty prevalent throughout club.

Chill Zone

The chill zone opened at 9:45pm. The original chill zone was a loud open space near the bathrooms but it filled up. It does not seem that frosh leaders or coords were aware of where the chill zone was, when an Equity Commissioner asked them. There was a single-occupant bathroom here and it was quieter but music was still playing loudly. Lighting in the chill zone bathroom was extremely harsh - it was a dizzying red light with potentially fluorescent bulbs. There was little seating space (2 couches) as well.

Harm Reduction

MSERT and Red Frogs were positioned at the entrance. No alcohol was served at this venue and water had to be purchased at the bar for \$3/500 mL bottle or filled up at the washroom. Frosh leaders should check in more frequently with students.

Recommendations: The AUS should purchase a number of bottles from the club and provide them to Red Frogs and MSERT, as MSERT had to purchase water themselves to give to students.

5. Boat Cruise - Friday, August 31st, 2018

Two Equity Commissioners attended the Boat Cruise boarding. They asked a AUS Frosh coordinator to allow them on the boat before it's departure because the VP Social had already told the AUS Equity Commissioners that they would not be allowed on the boat during the cruise due to capacity requirements. Once on the boat before it's departure, Commissioners are stopped by VP Social who tells them they cannot be on the boat even if it is docked and no one is on there. VP Social then tells Commissioners they can look through the glass windows of the boat to see the setup of the chill zone, and tells them they can make an assessment on the overall layout of the boat from the small entryway to the boat that they were standing on.

All AUS Coordinators including VP Social refuse to work with Equity Commissioners to help them walk around boat and make a correct assessment of its layout. VP Social provides little to no explanation to their decision to not let the Commissioners walk around the boat - even with AUS Coords accompanying them - other than that they don't have a gold bracelet so they can't go on the boat. When this is told to them, Commissioners sees two DJs who are setting up on boat and they don't have gold wrist bands. In this time, Commissioners assess that this has been a very obvious choice to not let AUS Equity on board for a limited time pre-departure for them to make a valid assessment of the boat.

VP Social also tells Commissioners that this is "their set up" thus deflecting responsibility from the inaccessible nature of the boat and it's set up. The Equity Commissioners walk off boat after being ushered off. VP Social then comes up to Commissioners telling them that chill zone is not accessible for all and it is just a zone for MSERT and redfrog to be in. VP Social states that froshies can only gain access to zone with a leader who deems them in need of medical attention. Boat also seemed to have no seats that aren't used for chill zone so basically no seating for those who aren't deemed in need of medical attention.

During the boarding of the boat, MSERT helps a student with a swollen ankle in the middle of crowd instead of taking her out of crowd. O-staff is doing a good job doing line control. Many froshies are publicly chugging alcohol in the street. Frosh leaders and O-staff shoot different mixed drinks into each other's mouths talking about how liquor is not allowed on cruise. In front of froshies, a Frosh Leader claims he will chug all of his liquids before he gets on boat and the O-staff agrees. They then gives their alcohol to their froshies who do as their frosh leader has told them and chug the alcohol. They are in this four person circles chugging. We see a frosh leader drink alcohol from their froshes canister. Their froshie then drinks from that same bottle. Frosh leaders shield their froshies from public view and help froshies chug wine bottles and Smirnoff iced before entering boat cruise.

Equity Commissioners watch froshies and frosh leaders get on boat. The boat becomes increasingly packed- the entryway to the boat and open spaces off boat are beyond in accessible and extremely tight.

After boat had departed, an AUS Executive sent a message to the AUS Equity Commissioners stating that AUS Frosh coordinators had felt uncomfortable with their presence. The AUS Executive implies that Equity Commissioners presence were making AUS Frosh coordinators more stressed and unable to complete their jobs. They continued to say that AUS Frosh coordinators were having “panic attacks” and “ptsd” and that the presence of AUS Equity were contributing to some extent the stress and mental health difficulties AUS Frosh Coordinators were experiencing. While just doing their job, Equity Commissioners were blamed for general stress of coords and told in a domineering way how to do their job correctly by another executive.

BEACH CLUB

Equity Commissioners look for the standalone alternative to Boat Cruise. The Beach Club lacked signage and overall presence and was scheduled to start an hour and a half after the first boat cruise departed. Equity Commissioners ask themselves if this means froshies have to find their own way of getting there, due to the fact that most if not all scheduled frosh leaders are on the Boat Cruise? They also wonder why the event did not start when the Boat Cruise Boarding started? If a froshee came here and felt overwhelmed would they have to wait an hour and a half after their boat cruise departed until the beach club opened? The Answer: Yes.

Recommendation: That Beach Club and the Boat Cruise happen consecutively and at the same time, and are given comparative and competitive budgets to increase knowledge and attendance of both of these events during Frosh.

6. Beach Day - Saturday, September 1st, 2018

Venue

The beach club was very spacious and was separated into an 18+ area and a non-18+ area, although there seemed to be no one checking IDs. There were many activities available in the non-18+ area - students were able to play volleyball on the beach and lounge on some beach tables. There were no stairs to enter the venue, besides the stairs to get off the bus. There was also generally less crowding at this venue. Portable washrooms were available in the non-18+ area, but no clear indoor washrooms seemed present. Washrooms with stalls were near the stage/dancing area in the 18+ section, but there were many doors and it was not easy to tell which doors led to bathrooms. As well, smoking & nonsmoking sections don't seem to be distinguished. There were very few coordinators outside the 18+ area at all times.

Chill Zone

Froshies did not know where the chill zone was and one froshie said "where is the chill zone? I have nothing to do, I wanna leave." There did not seem to be a chill zone for Arts, but the Management Frosh chill zone was extremely close to stage and loud, featuring only one picnic

table for seating and a table for Red Frogs. When an Equity Commissioner asked a frosh leader where the chill zone was, the leader said there was no Arts Frosh chill zone.

Food

There was free food (banh mi sandwiches) provided by Vua in flavours of chicken/vegetarian which is vegan/gluten-free (which is soy free, nut free). Aside: An Equity Commissioner found out later that frosh gave Vua very little time to complete this order, so Vua employees had to work overtime to complete it. There were 2 or 3 food stations in the 18+ area, but it appeared that students in the non-18+ area did not get any food. It may have been better to feed students as they were getting off the bus.

Miscellaneous

One Frosh leader was debilitated by heat stroke and motion sickness because of a lack of water on the bus. One froshie who didn't enjoy beach day and wanted to go back had to wait for the bus for like 45 minutes with us, as the first bus out of Beach Club left at 1pm.

Recommendations: There seems to be a diffusion of responsibility between frosh staff when it comes to checking in with students. Our recommendation is to designate some frosh leaders or other staff (like Access Allies) to check in with students throughout the event, dedicated almost exclusively to performing this task.

7. Hike - Sunday, September 2nd, 2018

Many students did not receive breakfast after 10 am or 10:30 am, although it was advertised to be served from 9am to 12pm. At around 10:55am, only two coffee containers were remaining for breakfast and a Frosh coordinator allowed people from outside of McGill to get the "leftover" coffee, despite there being students still arriving from their hike. Despite this lack of organization, an Equity Commissioner heard that students enjoyed the hike.

When food was being served, it seemed that there were a variety of options, including bagels, fruit, bread, yogurt, peanut butter, jam and Nutella. However, none of these options seemed particularly filling and clearly there was not enough food to feed all students.

The VP Social explained that they advertised the event to last until 12pm "because it takes people some time to get down the hill" and staff needed to leave early to set up for activities happening at 1pm. This was unfortunate because it seemed from the advertising as if breakfast was being served until 12pm. As one of the only events where substantial food was being served, it was disappointing that this event did not have enough food to accommodate for all students and was advertised in a misleading way, especially considering that there were no alternative events for students during this time frame.

According to the VP Social, there were options for students who needed adapted/accessible transport, but this option was not advertised anywhere.

Recommendations: Ensure that there is enough food for all students and serve some breakfast at the bottom of the hill for those who cannot or do not want to walk up the hill.

8. Forum - Sunday, September 2nd, 2018

Due to heavy rainfall, the AUS Frosh Facebook page posted that the Piknik and Tam Tams events were cancelled and offered subsidized metro tickets to froshies that would be given to froshied from o-staff stationed at Place des Arts metro and McGill metro stations to go to the Forum near Atwater Station.

Equity Commissioner arrived at Forum and saw that no O-staff were present leading froshies into venue/to the second floor of the mall where the event was happening.

All Frosh groups present on the second floor of the Forum were seated at large individual tables with their groups. Frosh leaders were lining the bar all trying to get pitchers of beer for their tables. All o-staff present were seated and seemed to not know what to do.

Water is given from AUS Frosh coordinators to MSERT who are tucked in a corner of the space barely visible to all other tables that all froshies were sitting around. Frosh leaders were passing red solo cups out to froshes. On all the tables there are pitchers of beer present but no water. Frosh leaders were grabbing pitchers of beer from the bar and bringing them over to their respective group tables- and again passing out red solo cups. Equity Commissioner talked to an AUS Frosh Coordinator who very nice and told them that what they were trying to get free tokens for froshies to play games at the arcade with.

Beer and water was being pre poured and paid for by AUS Frosh for all froshies. AUS Frosh Coordinator confirmed that frosh leaders were tasked with bringing the beer pitchers to their own respective tables.

AUS Frosh Coordinators also have their own respective tables where there were three pitchers of beer and each were drinking out of their own respective cups- as well as pouring other froshies beer as well.

After an hour of being at the Forum, the Equity Commissioner continued to witness the seemingly never ending supply of pitchers seem to be provided- with the bar space no increasingly more crowded with staff grabbing more and more pitchers of beer.

9. Unity - Sunday, September 2nd, 2018

Equity Commissioner arrives 30 minutes after the event time has started and there is a line down the street of frosh groups waiting to enter the venue. Outside of the club, there are froshies being given care by MSERT in the view of all those in the line to enter. Frosh leaders are belligerently walking up and down the street, laughing and obviously not checking in on their froshies. Equity Commissioner enters the club and there are stairs to get up into the first floor. As soon as they enter, a froshie is being carried down the stairs very drunk by other froshies. It is very difficult to see and quite overwhelming when inside the club. Equity Commissioner had to

ask around to multiple O-staffers to find the chill zone, which was on the second floor of the club. The only way to access the chill zone was by walking up stairs. On the second floor, red frogs is present, offering water. This chill zone is chaotic, with the second floor overlooking the massive club area. The music is unbearably loud and pounds in your chest. There are multiple floors to this club and for anyone to get to the other floors, including the rooftop, they have to walk through the chill zone. Therefore, the chill zone is frequented almost constantly with drunk froshies and frosh leaders. The chill zone at this venue is a disappointment.

Chill Zone: Red frogs is on the second floor of the club, offering water, literally OVERLOOKING the massive club area and the music is literally pounding in my chest. Equity Commissioner eventually leaves the club because they were feeling quite overwhelmed. Outside, there are many froshies being assisted, as well as drunk frosh leaders. The coordinators are yelling at froshies and frosh leaders because they are running across the streets.

Overall Recommendations:

The AUS Equity Commissioners recommend that:

1. AUS Frosh seek more event venues with limited or no separated platforms.
2. The AUS must address the various questions around misuse of power and failure to acknowledge interpersonal relationships within the power dynamic that is frosh leader and froshie. We recommend that during their training, Frosh Leaders and O-staff must understand the AUS's expectations for them which should involve educated employees on creating a harm-reductive environment, on the various and diverse ways positions of power are present during a Frosh Leader/O-Staff and their Froshies and their time together. We came to this recommendation after experiencing examples listed but not limited to many Frosh Leaders and O-Staff were drunk, extremely under the influence, and promoting unsafe and inappropriate behaviour which include but are not limited to playing extremely loud music outside while walking through the Milton-Parc Community, drinking large amounts of liquor in public spaces with their Froshies, physically handling both their Froshies and their fellow AUS employees in a way that obstructed the general Montreal Community and their safety.
3. Frosh staff consider the ways in which they perpetuate exclusion through their subculture, for instance by cutting shirts to extremes to emphasize large muscles. Although froshies, frosh coords and leaders should be able to wear what they want, they should recognize the effect of these actions on froshies who are not as comfortable with their bodies or don't have muscles to show, as these actions promote Western beauty standards and can make froshies feel self-conscious.

4. The AUS should push a mandate that states that all Frosh Coordinators and Co-Chairs, including the Logistics and Inclusivity Coordinator, need to have experience in dealing with racialized issues and identities, whether that be on a lived experience basis or other.
5. The AUS Executive Team reflect on their position of power, and thus influence over the AUS Equity Commissioner Team. Throughout the Frosh process, Equity Commissioners and their presence were seen, and directly told to the Commissioners from the AUS Executive Team as triggering for the Frosh Coordinator Team. The Executives used language to demonize our presence and need to best reflect on ways to support their employed Equity Commissioners throughout the Frosh Process.