

Queen's University Alumni Association



Greetings QUAA Volunteer Leaders,

It is my pleasure to welcome you to the 2022 Queen's University Alumni Association (QUAA) Annual General Meeting, my first as QUAA President. I am filled with excitement and optimism as I take on this new role, encouraged by the enthusiastic QUAA Board of Directors and alumni volunteers that span the globe.

As I start my term as QUAA President, I have taken the time to reflect on how we have navigated the pandemic and where we could be headed next. We are not out of the woods yet, but we have started to re-engage in-person with our communities and this has implications for alumni engagement.

During this tumultuous period there has also been a distinct shift in our awareness of the need for a more equitable and inclusive world. Our alumni have had diverse and, in many cases, challenging experiences while at Queen's. Oil thighs and Tricolour Spirit don't resonate with everyone, and that is ok – what matters most is the communities we built and how our time at Queen's shaped our identities. As alumni leaders, it is essential that we approach alumni engagement in a manner that supports the University's goals to achieve progress related to equity, diversity, inclusion and indigeneity. While I'm proud of our mission to serve the alumni community in all its diversity, we still have much work to do.

It is necessary to acknowledge the exceptional leadership by outgoing QUAA President, Rico Garcia, who led the organization through one of the most challenging times in its history. Rico led with a calmness and collectedness that kept us motivated to continue our important work. We were very fortunate to have Rico as QUAA President.

Looking back on the past year, it has been incredible to see how our fellow alumni volunteers have continued to remain connected with one another through re-imagined events and initiatives. Our Branches and Chapters continued to pivot between virtual and in-person events, and they did so seamlessly – delivering events covering a wide range of topics. These include but aren't limited to the Toronto Spring Wellness Panel, the Hong Kong Branch Canada Day Celebration, Vancouver Branch What's Next? Job Hunt Tips for Recent Grads event, and the Queer Alumni Chapter: Past, Present, and Future launch event.

Improving transparency at the Board has been a significant undertaking over the past two years and will continue to be a priority. The QUAA Board has struck subcommittees to review internal nominating processes and has made revisions and updates to further increase transparency, inclusion, and engagement. Members of Alumni Assembly have participated in subcommittees focusing on Assembly Giving and the QUAA Gala Awards. The Board also developed clearer guidelines around QUAA President Succession, striking the first-ever President Nominating Committee.

With respect to philanthropy, it has been an inspiring year. Past QUAA Board Chair Jeremy Mosher, Artsci'08, and his wife, Andrea, Artsci'08, generously contributed \$2,000 to the QUAA Grant Fund to match gifts from the Alumni Assembly. This match inspired more than \$3,000 of giving to Queen's from this

group during this year. In 2021, we received a record number of applications for [QUAA Grants](#). The QUAA Board disburses up to \$4,000 annually to deserving student- and alumni-led groups to support initiatives aimed at promoting connection and inclusivity within the Queen's community, particularly between students and alumni. We are honoured to support 8 different groups this year through these grants.

On the University Governance side, we have been involved in important conversations about the future of the University (e.g., co-hosting an alumni Town Hall with Principal Deane as part of the Conversation). Rico also served on several important university committees such as The [Macdonald Hall Building Name Consultation Advisory Committee to the Dean](#), The Advisory Committee to the Principal Regarding the Selection of a Candidate to Serve as Queen's University's 15th Chancellor, The External Relations and Development Committee of the Board of Trustees, University Council, and the Honorary Degrees Committee. Members of our Board have also played an important role in other University matters relating mainly to branding (we now have a revamped QUAA logo), philanthropy, campus naming policies, and athletics. My hope is to get Assembly members further involved in University matters so alumni have a means for input and can offer feedback on key decisions.

It's also important to note that the 2022 QUAA has a fundamentally different governance composition compared to only two years ago, after an extensive consultation that resulted in a 91% vote in favour of reforming our Alumni Assembly. You can access the latest version of our By-laws and Constitution on the [QUAA webpage](#). By turning Assembly into a more representative body, we have increased engagement throughout the year and benefit from the collective expertise of volunteer leaders. In response to the current climate, we adapted the Alumni Volunteer Series to focus on timely issues in briefer formats. While we can still do more to create additional collaborations and engagement, I've been encouraged by how we have begun to increasingly connect as a group through a virtual Orientation, the 2020 and 2021 AGMs, and more recently, a virtual roundtable focused on engagement.

Looking ahead, we have just completed a successful recruitment campaign to fill open positions on the QUAA Board. We are pleased to have had a diverse and high caliber set of applicants, helping to make for an impressive set of new Directors which are outlined in this Report.

I would like to extend my thanks to the outgoing members of the QUAA Board, who dealt with adverse conditions during their tenure and many fewer visits to Kingston. Regardless of this challenging situation, these members were enthusiastic and dedicated to the work of the Board, including making generous personal donations to ensure our goal of 100% participation was met for the 12th year in a row! We are all grateful for their contributions.

Moving beyond the depths of the pandemic, we have an opportunity re-imagine many of our portfolios and the work that we do. This is a tremendous opportunity. Things will not be like they were in 2019, nor should they be.

This new focus will extend to all our portfolios, helping us to be a more representative Board for the alumni community. Some of the priority topics that I envision include: (1) further advancing and engraining Equity, Diversity, Inclusion, and Indigenization efforts, including by have the Special Projects portfolio dedicated to these issues (see detailed update below), (2), the expansion of our Chapters portfolio to create more opportunities for identity-based and special interest-based engagement, (3) doubling efforts to help graduating students with their transition to the workforce through closer collaboration with the Queen's Student Alumni Association, and (4) fostering a culture of philanthropy

among our volunteer leaders and increasing awareness and usage of the QUAA Grants and the other QUAA funds.

Most importantly, and to wrap up, we have an amazing group of volunteers across the globe such as you and I therefore have no doubt we will continue to rise to the challenges ahead.

Thank you for everything you did for our community in 2021-2022, and I look forward to engaging in a discussion during our AGM on how we collaborate as a group of volunteer leaders in building a “better normal” and serving our alumni community in all its diversity.

Cha Gheill,

Colin McLeod, Artsci'10

58th Volunteer President, Queen's University Alumni Association

Chair, QUAA Board of Directors

2022 - 2023



Queen's University
Alumni Association

BOARD OF DIRECTORS

Alec Attfield Artsci'86, Ed'87, MPA'04
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Director, Alumni Volunteer Summit

Megan Divecha Artsci'22
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Alisha Hobson Artsci'17
Director, Digital Media

Lisa Hood Artsci'04
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Recruitment & Recognition

Leigh Kalin Artsci'92
Ex-Officio, Associate VP (Alumni
Relations & Annual Giving)

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Allison Williams Artsci'09
Director, Alumni Giving

Elaine Wu Artsci'98, MIR'00, Law'03
Director, QUAA Awards

Mission: “To reach out and foster a lifelong association with Queen's, to engage our members in the life and work of the University, and to serve the alumni community in all its diversity.”

Vision: The QUAA Board will **engage**, **develop**, and **celebrate** outstanding Queen's alumni volunteer leaders.

Diversity, Equity, Inclusion, and Indigeneity:

In the wake of the anti-Black racism movement and the sharing of the many challenges faced by students and alumni at Queen's from equity-deserving groups (as represented in "@StolenbySmith"), the QUAA Board made a series of EDII Commitments. Building on these commitments, we have made some strides and recognize that there is still work to be done.



Our efforts over the last year include:

- 🇧🇪 Updating our application and outreach process for the QUAA Awards, as well as award names and criteria for future cycles, to be more inclusive and relevant.
- 🇧🇪 Transforming our Alumni Volunteer Series portfolio into a series of virtual EDII advocacy and education focused events, including:
 - October 27, 2021 – [QUAA Accessibility Talk](#)
 - November 30, 2021 – [Curtis Carmichael Book Launch: Butterflies in the Trenches](#)

The QUAA Board was also joined by over 20 alumni volunteer leaders in completing an Equity, Diversity, and Inclusion Credential at the end of 2021, facilitated by, and developed in partnership with the Queen's Human Rights and Equity Office.

- 🇧🇪 Amplifying BIPOC voices at different branch events (e.g., Toronto Quarterly calls, Ottawa's Reconciliation and Remembrance panel);
- 🇧🇪 Shifting the philanthropic efforts of our Board and volunteers to being EDII focused; and
- 🇧🇪 Highlighting diverse voices in social media channels.

Beyond the Board

Alumni Chapters

- 🇧🇪 The Queen's Black Alumni Chapter grew to 400 members in 2021-22, offering a new [website](#) and newsletter. They continue to promote continued diversity at Queen's with several members being elected to the University Council.
- 🇧🇪 The Queen's Queer Alumni Chapter is building a supportive community following its official launch in December 2021. The chapter intends to focus on socializing and networking, as well as advocacy work to help LGBTQ members of the Queen's community feel welcome and safe. They also plan to take an active role in fundraising and establish a bursary for LGBTQ students.

QSAA

- 🇧🇪 With the goal of supporting an initiative committed to diversity and inclusion through the Tricolour Giving Initiative, this year the Queen's Student Alumni Association chose to support two funds: the Indigenous Initiatives Fund and Four Directions Indigenous Student Centre. Donations to these funds help nurture Indigenous culture, programming, and education at the university.

Welcoming 2020 and 2021 Grads

Grad Calling Initiative

Members of the Class of 2020 and now 2021 have experienced unique challenge in their transition from students to alumni, as many traditional graduation milestones have been postponed or cancelled due to COVID-19. In addition, this group of alumni is facing one of the most challenging employment markets in recent history. With that in mind, Advancement once again recruited alumni and staff to reach out and make personal connections with 2021 alumni.

Notebook Project

This campaign was designed to build bridges that connects Queen's to our communities, local and global, that will benefit a greater good. Queen's not only engaged our 2020 and 2021 alumni with a gift that acknowledges their unique situation and experiences, but that also provided a pathway for them to begin a journey of giving. The 2021 gift packages included:

- a custom gift box
- tissue paper gift wrapping printed with Queen's buildings
- a letter from the QUAA, with a hand-written Post-Script from an alumnus/a
- a pen
- a Class of 2021 tartan fleece scarf
- a postcard from the Dean of their Faculty
- an alumni flag sticker
- and the custom-designed 180-page Notebook, with alumni signatures.



Giving Back

A portion of the cost of each 2021 Notebook (approximately \$2 per Notebook from 7,198 total graduates for a total of \$15,000) was allocated to charity in honor of the Class of 2021 with direct input from the grads themselves. The Class of 2021 alumni were invited by email to vote on the sector they would like to support:

- Equity, Diversity, Inclusion, Indigeneity (47%) – We need to “entrench more broadly and deeply the principles of Equity, Diversity, Inclusion and Indigeneity.”
- Global Purpose/Engagement (28%) – “Thoughtful, intentional and comprehensive internationalization” have become “an urgent imperative for Queen’s.”
- Partnerships for Impact (25%) – We have an obligation intentionally to bring the scholarly and human resources of the university to bear on issues of cultural, social, and environmental sustainability as they manifest themselves locally.

After choosing Equity, Diversity, Inclusion, Indigeneity as the sector they wanted to support, the Class of 2021 was then invited to vote for one of four charities short-listed by the QUAA within that sector:

- Northern Youth Abroad (21.9%)
- Water First (64.7%)
- Pflag Canada (4.4%)
- The Foundation for Black Communities (9.0%)

The selected charity, Water First, will use the donation to fund its three core programs: Drinking Water, Environmental Water, and Indigenous Schools.

Supporting the Strategic Framework

Financial Sustainability

🇬🇧 **100%** participation from the QUAA Board of Directors in annual giving for over 12 years!

Queen's Global Alumni Network

170,567 Number of Queen's alumni

154 Number of countries in which Queen's alumni live around the world

4,325 Number of Alumni Volunteers

37 Number of Active Alumni Branches



Snapshot of Queen's Events (May 2021-April 2022)

One of the best ways in which we foster community is through our Branch alumni network and Chapter affinity-based groups. Our Branches and Chapters continued to pivot between virtual and in-person events, and they did so seamlessly – delivering events covering a wide range of topics. Since many of these events were virtual, we were able to offer access to events to the broader Queen's alumni community, breaking down geographic borders and making events more accessible than ever.



Virtual

Calgary Branch - Virtual
Whiskey Tasting
June 10, 2021



Virtual

Hong Kong Branch -
Canada Day Celebration
June 30, 2021



Virtual

Vancouver Branch -
What's next? Job Hunt Tips
for Recent Grads
August 25, 2021



Virtual

Road to Recovery:
Reintegration
June 29, 2021



Virtual

Smith School of Business -
Alumni Town Hall hosted
by Professor Wei Wang
September 29, 2021



Virtual

QUAA Accessibility Talk: A
Queen's Panel
October 27, 2021



Kingston

Kingston Branch Trivia
Returns!
November 2, 2021



London, UK

Alumni Skating Event
November 19, 2021



Virtual

Queer Alumni Chapter:
Past, Present, and Future
December 1, 2021



Virtual

Black History and Trivia
February 24, 2022



Virtual

Finding our way again in
cancer care
March 1, 2022



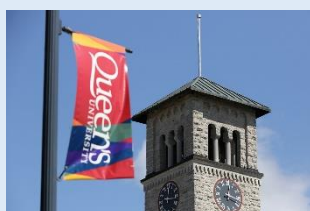
Ottawa

Annual curling funspiel
March 19, 2022



Virtual

Let's talk imposter
syndrome
March 10, 2022



Toronto & Virtual

For the Future | Re-
imagining Education for
Impact
March 31, 2022



Virtual

Singapore Branch - Faculty
of Arts and Science in the
21st century
April 7, 2022



Virtual

Russia's invasion of
Ukraine: A panel
discussion
April 20, 2022

Homecoming 2021

Registrants	2,276 (16% increase over previous year)
Attendees	1,251 (22% increase over previous year)

Queen's Second Virtual Homecoming

On Saturday, October 16, 2021, QUAA President, Rico Garcia (Artsci'13) and CBC Reporter, Shelagh Rogers (Artsci'77, LLD'19) co-hosted the second Queen's Virtual Homecoming, after a successful first-ever virtual event in 2020. Throughout the day, alumni and friends celebrated the Tricolour Guard, re-lived Athletics highlights, and heard inspiring alumni stories. Other programming included an interview with The Honourable Murray Sinclair, the former Senator from Manitoba who recently became the university's 15th chancellor and led the federal government's Truth and Reconciliation Commission, as well as an event highlighting the exciting advances in cancer treatment. Another well-attended feature event was the interdisciplinary Women in Leadership Panel, where attendees heard from prominent alumni who actively work to advance women in leadership in their various fields. We also enjoyed musical acts throughout the day, including the Queen's Bands, Jay Smith ("Smitty Kingston") and a performance by Juno-Award-winning singer-songwriter William Prince.



Attendees took part in Faculty and Group Sessions throughout Homecoming, consisting of exciting panel discussions, interviews, and interactive host discussions organized by each faculty or group. 882 alumni also enjoyed their reunion events virtually last year over Zoom. We hope you will all join us at this year's in-person Homecoming!

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