



Student Affairs Annual Report 2024-25



Queen's
UNIVERSITY

STUDENT
AFFAIRS

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Land Acknowledgement

Queen’s University is situated on traditional Anishinaabe and Haudenosaunee Territory. This traditional territory has a long history that predates European colonies and holds deep significance for the Indigenous peoples who lived, and continue to live, upon it. It is a privilege to work, learn, and live on these lands.



Student Affairs

In partnership with faculties, student governments, and colleagues across the university, Student Affairs delivers diverse, high-quality programs and services designed to enhance students' university experience from their first point of contact with Queen's through to graduation.

Institutional Alignment

Five pillars provide the foundation of our work:

- » Increase Access
- » Build Community
- » Promote Wellbeing
- » Advance I-EDIAA
- » Foster Growth, Skill Development, and Leadership

These pillars align with the [Queen's University Strategy](#), and the institutional goals of **Preparing Students for Impact, Global Engagement, Queen's in the Community, and Living Our Values.**

Our programs, services, and spaces also support the ongoing implementation of the [Scarborough Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education](#), the university's [Declaration of Commitment to Address Systemic Racism](#), results of the [Shift Survey](#) and [Student Health Surveys](#), recommendations of the [Queen's Truth and Reconciliation Commission Task Force](#), the [Campus Wellbeing Framework](#), and the [Okanagan Charter: An International Charter for Health-Promoting Universities and Colleges](#).



Advancing United Nations' Sustainable Development Goals (UN SDGs)

Our work in Student Affairs helps to advance many UN SDGs, contributing to the university's social impact and making a tangible difference in the lives of others.

Throughout this report, the SDG goal icons that are most directly tied to each unit's mandate and achievements are featured in each unit section to highlight our role in addressing critical global challenges.



A Message From the Vice-Provost and Dean of Student Affairs

The pages of this Annual Report highlight that the strength of Queen's lies in its people – the students whose voices shape our campus, and the staff and faculty who show unwavering commitment to their success. As we reflect on the 2024–25 academic year, I want to extend my sincere thanks to the staff across the more than **20** Student Affairs units.

Our impact is powered by professional staff, and by the **1,890+** trained student staff and volunteers who bring expertise, energy, empathy, and leadership to every part of our work. Together, your efforts have strengthened a campus culture of wellness, belonging and community, and helped students achieve both personal and academic excellence.

This report highlights new achievements and milestones that demonstrate the impact of this work – from the introduction of the Black at Queen's program, to the 50th anniversary of the Ban Righ Foundation, to the launch of the Work With Impact Guide, helping students align their careers with the UN Sustainable Development Goals.

I am grateful to staff and campus partners for your commitment, creativity and care that continues to shape an outstanding student experience at Queen's. Our relationships are critical to the collective success of students. I look forward to building on this momentum in the months ahead.



Corinna Fitzgerald
Interim Vice-Provost & Dean of Student Affairs



Outreach and Communication

The Office of the Vice-Provost and Dean is often the first point of contact for students, parents, families and supporters, employees, and community members. Our goal is to quickly and efficiently connect individuals to the information and resources they need through channels including *The Pulse* newsletter and Instagram.

Top Instagram posts of the year!

39
editions of *The Pulse*
newsletter

34K
audience – undergraduate
students; graduate and
professional students; parents,
families, and supporters



45K
Instagram post
engagements
including

11K
shares

Celebrating Staff Achievement

The annual [Michael Condra Outstanding Student Service Award](#) is presented to Queen's faculty or staff who have displayed a commitment to providing outstanding service to students, outside of a teaching role. Congratulations to the 2024-25 recipients!

Fatima Couto has been the clinic manager in **Student Wellness Services** for more than 15 years. She and her administrative team help to ensure the smooth operations of medical and mental health services. Fatima has led numerous initiatives over the years to enhance clinic operations and ensure renovations help make the space welcoming and comfortable for all.



Left-Right: M. Condra, C. Fitzgerald, F. Couto, H. Knowles, S. Shane

Hanna Knowles was coordinator of Student and Transition Programs in the **Student Experience Office**. She led Summer Orientation to Academics and Resources (SOAR) and student engagement events throughout the academic year, helping students connect to each other and to resources and supports on campus.

Stacy Shane is the director of Student Services in **Smith Engineering**, managing advising, student awards, academic considerations, and mental health and wellness. She frequently collaborates with campus partners to assist students who are experiencing unique challenges or circumstances.



500+

undergraduate students received Queen's major scholarships and awards in 2024-25, including Promise Scholars, Commitment Scholars, Karta Catalyst Scholars, Principal's Global Scholars, and Major Admission Awards.

Recognizing Student Leadership

Congratulations to the 2024-25 [Student Leadership Awards](#) recipients! These students have made extraordinary contributions to support their peers and local community members.



Left-Right: A. Waqar, C. Hare, B. Bogra, R. Mojtahedi, S. Murphy, V. HK

Indigenization, Equity, Diversity, Inclusion, Accessibility and Anti-Racism Impact Award

- Anosha Waqar and Cameron Hare

Peer Leadership Award

- Bhavya Bogra and Ramtin Mojtahedi

Brian Yealland Community Leadership Award

- Steven Murphy and Vikas HK

Food Access Programming Highlights

In 2024-25, Student Affairs units worked to support students experiencing food insecurity, providing options for free or low-cost meals and produce, and connecting students to resources both on and off campus.

6,190

meals accessed through
Swipe It Forward

6,585

rescued meals served to
food-insecure patrons at the
campus' PEACH Market

1,530+

bowls of soup served across
FSL and QUIC's soup lunches

769

students received support
through Student Wellness
Services Food Programming

- Student Wellness Services ran events including Healthy Cooking Sessions, Fresh Food Boxes, Mason Jar Meal Kits, and Grocery Game Plan.
- The Ban Righ Centre served fresh daily vegan soup lunches to mature women students.
- Housing and Ancillary Services offered Whole Bowls – low cost warm meals sold daily.
- Student Affairs promoted food access resources for students, including grocery store student discount information, through social and web channels.
- Faith and Spiritual Life (FSL), and Queen's University International Centre (QUIC) held regular soup lunches throughout the year.

"The Ban Righ Centre has provided me a space to focus on schoolwork while waiting for my next class to start. It allows me to not have to worry about prepping a lunch because I know I'll have a healthy, delicious bowl of soup every day that I'm here. This also improves my stress levels because I can focus on self-care or schoolwork instead of worrying about feeding myself."



New Food Access Programming

- Student Wellness Services piloted 2 new food access programs:
 - » Grocery Game Plan workshop and grocery store visit
 - » Food & Community, a weekly summertime gathering to connect students and staff over globally-inspired freshly prepared snacks
- Lionhearts Fresh Food Market began bi-weekly campus pop-up dates, providing access to fresh produce at a discounted rate, along with other select food items.
- Housing and Ancillary Services introduced the "Just in Time" initiative, offering 50% off discounts on baked goods and grab-and-go items in retail food locations across campus.

Athletics & Recreation

Athletics and Recreation (A&R) provides a broad range of student programs, including intramurals, recreational clubs, varsity teams and clubs, fitness, and aquatics, that emphasize physical activity, sport, and wellness as integral and vibrant parts of campus life.

24,000+

unique users accessed the ARC in 2024-25 – a new record

7,754

entries on Jan. 13 – a new single day record



Preparing Students for Impact

- **250,000+** student engagements through programming
 - **1,000+** students employed in casual staff positions and leadership roles
 - **475** varsity student-athletes recognized for earning a **3.5** GPA or higher in 2023-24
 - **35** peer tutors and **25** student-athlete academic mentors provided academic support to fellow student-athletes
- Educational seminars and guest speaker presentations delivered to **1,000+** student-athletes
 - **48** student internships offered in Strength and Conditioning program in partnership with the School of Kinesiology and Health Studies; **1** year-long I-EDIAA QUIP internship
 - **74** placements in the Q Sports Medicine Clinic, including **46** student trainers embedded with varsity teams and clubs

Queen's intramural programs included:

11,030

unique participants

2,621

teams

8,572

games



Building an Inclusive Community

- **3,342** student participants in **22** recreational clubs
- Student-led Annual Culture Day, celebration of diversity across varsity teams and clubs, featuring a student-athlete talent show



Nixon Field Resurfacing

Queen's installed a leading sustainable playing surface at Nixon Field, replacing the existing turf with a carbon-sequestering surface, in partnership with Canadian Wollastonite and FieldTurf. Queen's is the first institution in North America to capitalize on environmental technologies to promote carbon sequestration via turf replacement.

The environmental impact of the field over its lifetime is estimated to be equivalent to having a **117-acre** forest in the heart of Queen's campus.



Awards and Recognitions

- Queen's Men's Cross Country won The U SPORTS Championship, the team's first national championship in Cross Country since 1984
- Queen's won **4** OUA Championships: Women's Rowing, Men's Volleyball, Women's Lacrosse, and Men's Cross Country
- Queen's student-athletes won **3** national awards, **15** OUA awards, **14** U SPORTS All-Canadians, and **63** OUA All-Stars

Queen's in the Community

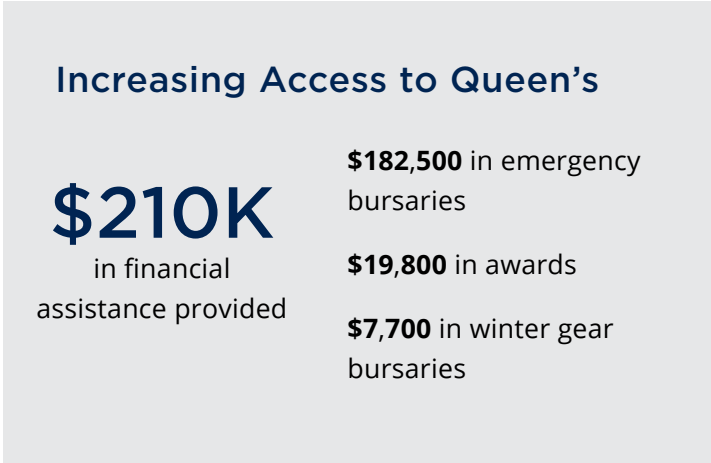
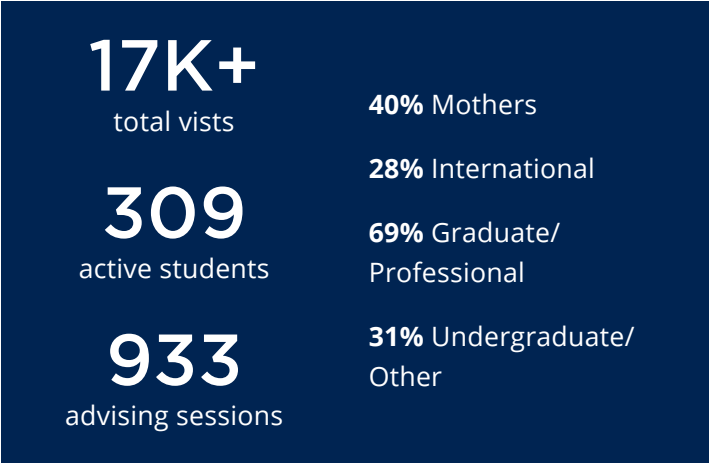
- 59th Vanier Cup welcomed **8,500+** fans to Richardson Stadium as Queen's hosted the national championships for the second consecutive year
- Hosted local and national events, including Kingston Area Secondary Schools Athletics Association championships, JUEL Ontario Basketball Tournaments, and Elite Flag Football Nationals
- **1,500+** participants at Q Camps, the largest day camp program in the Kingston region. **16** youth attended Q Camp through donations to the Q Camp Bursary program, in partnership with Queen's Office of Advancement
- Queen's Men's Basketball raised **\$3K+** for 'I've Got Your Back 911' in support of First Responders
- Varsity Leadership Council donated **250** items to Martha's Table; Queen's Football collected and donated **226 kg** of food
- Queen's Men's Rugby raised nearly **\$25K** for CIBC Run for the Cure, and won the Friends and Family Team Challenge for most money raised by a team
- Queen's Women's Basketball raised **\$3K+** for national cancer treatment and research as part of annual Shoot for the Cure initiative and game
- **3,257** students from **63** schools attended Sports Days at the ARC
- Queen's Men's Hockey hosted Syrian Refugee Night



Queen's Women's Soccer raised **\$12K+** for local breast cancer research and treatment as part of Kick for the Cure

Ban Righ Centre

The Ban Righ Centre (BRC) is a welcoming and supportive community for mothers and other woman-identifying students returning to formal education after an interruption. Services are designed to help students overcome barriers and fulfill their educational goals.



Building an Inclusive Community: Programming

- The Centre makes regular student referrals to campus and community supports for assistance with food insecurity, academic skills development, financial assistance, and more.
- Homemade soup is served, free, to students daily, providing consistent food access in a welcoming social setting.
- A Grad Tea drop-in was held during spring and fall convocation to celebrate with students and their families.
- Staff, students, and board members prepared a Holiday Meal.
- Winter Bazaar held at the Centre included **9** student moms and **12** children; and engaged with **3** distance students with **10** children. Students mingled in the lounge while the children bought and wrapped gifts for their families. Games were set up, and dinner was provided. Distance students were sent a grocery gift card and a small gift.



New Programming

- Sharing Stories encouraged connection and reflection in an online discussion space.
- Words to Restore allowed students to leave anonymous words of encouragement for each other at the end of the academic year.



Celebrating 50 Years!

The Ban Righ Foundation 50th Anniversary Gala was held in October at the Isabel Bader Centre for the Performing Arts. The evening commemorated the history of the Ban Righ Centre, and the vision and determination of the Queen's women who founded it in **1974**.

The Gala featured performances, testimonials, and a video highlighting the role the Ban Righ Centre plays in the lives of students. A "Where Are They Now?" slideshow shared the successes of alumnae, and a "Who is She?" wall honoured impactful women and their contributions.

As part of the 50th anniversary, donors and community members were invited to the Centre for the unveiling of a tree dedicated to the Ban Righ Foundation's founders and supporters.

"Every service, program, and event I have encountered at the Ban Righ Centre has positively impacted me. Simply attending the Centre brings me an overwhelming feeling of community and support."

Queen's in the Community

- The Centre is available to Queen's departments, student groups, and community groups, and was booked **110** times for evening and weekend events.
- Newsletters were sent to community members and donors to provide updates and event invitations.

Preparing Students for Impact

The Centre hosted **10** drop-in sessions with Student Academic Success Services, and **6** with Career Services.

Celebrating Student Accomplishment and Perseverance

The annual Spring Awards & Celebration brought together students and families, BRC staff and board members, donors, and community members to celebrate the successes of mature women students at Queen's. **13** students received donor-funded awards.

Career Services

Career Services supports students and recent graduates from all faculties and schools. Staff empower students to explore their workplace skills and make informed decisions for the future and success they want.



590
Queen's Undergraduate Internship Program (QUIP) internships – the highest number to date!

12%
year-over-year QUIP growth

Preparing Students for Impact

1-on-1 Advising

Students and recent alumni accessed 1-1 appointments, drop-in sessions for career education/coaching, workshops, and resume support over **4,850** times.

99% of surveyed students would recommend Career Coaching to a friend.

Summer Work Experience Program (SWEP)

158 undergraduate students accessed full-time on-campus positions.

Student-Employer Connections

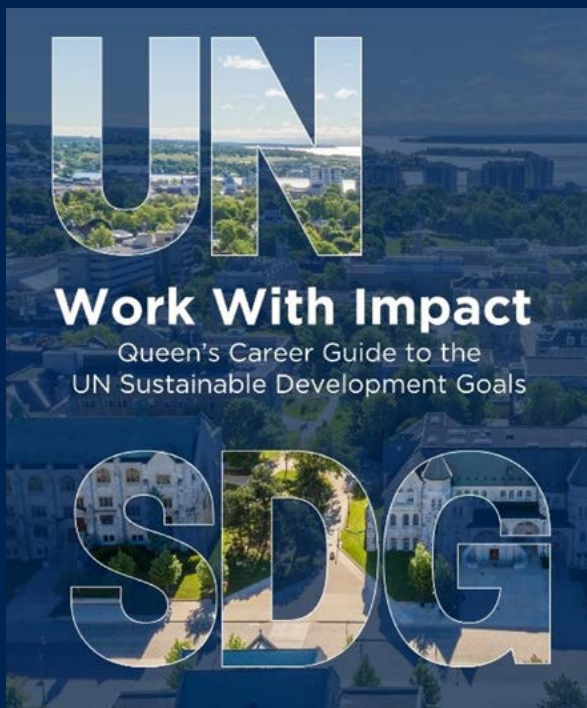
4,800+ students and recent grads connected with **245+** employers at **4** in-person Career Fairs, **12** Employer Recruitment Information sessions, and **5** Ask-Me-Anything Sessions.

New Online Resources

Self-directed Career Prep Modules were embedded in QUIP, Engineering Career Accelerator Program, and the Design Your Life course in the Faculty of Health Sciences.

Two new graduate studies-focused modules launched through Grad Essentials on onQ.





Work With Impact: Queen's Career Guide to the UN Sustainable Development Goals - New in 2025

Career Services launched the Work With Impact online guide to help students explore meaningful career pathways aligned with the UN SDGs. Designed to foster hope, purpose, and informed decision-making, the resource supports students in identifying opportunities to contribute to global challenges through their careers. Students can explore the resource independently, or dive deeper in a workshop led by Career Services.

The guide was a finalist for the International Green Gown Awards 2025, in the category of Next Generation Learning & Skills.

A Work With Impact panel was held to mark the launch of the guide, where alumni shared how their work relates to the UN SDGs, and inspired students to envision careers with impact.

Experiential Learning (EL) Hub

- **249** students prepared for academically integrated experiential learning roles through EL workshops.
- EL WrapAround launched an online reflection tool, including questions connecting students' work to the UN SDGs.
- Following recommendations from the *Courage to Act Foundation's* Sexual Harassment in Experiential Learning Project, the EL Hub developed a protocol and materials for addressing incidents—including sexual violence, harassment, and discrimination—in EL settings. Queen's is one of the first institutions in Canada to develop these protocols.

Increasing Access

- **550+** students with financial need secured Work Study positions.
- **9** full-time summer positions were secured on campus for some of the university's Promise Scholars, World University Service Canada Scholars, and Youth in Care Scholars, helping these students make connections and gain workplace skills.

Queen's in the Community

- **90** student Work Study positions funded at local non-profit organizations
- **64** QUIP interns worked in Kingston

Building an Inclusive Community

- Hosted Employment Through the Lens of Equity & Diversity Networking Breakfast as part of the Career Fairs, where students met with employers committed to supporting diverse workplaces.
- Expanded outreach to support equity-deserving students by partnering with campus units to provide monthly career advising for mature women students at the Ban Righ Centre, regular career advising at Four Directions Indigenous Student Centre, and drop-ins and career coaching at Queen's University International Centre (QUIC). Career Services' presence at QUIC led to a **64%** increase in international students meeting with the Career Educator and Coach (International).
- Launched the Alumni Connections program to support graduating Promise Scholars through alumni networking.

Faith and Spiritual Life

Faith and Spiritual Life (FSL) provides multi-faith, non-judgmental support for spiritual, religious and existential questions and conversations. The FSL team cultivates welcoming, peaceful communities and spaces, where belonging, inclusion, and spiritual wellness are valued and nurtured.

Living Our Values

Faith and Spiritual Life offers programming throughout the year to support community-building and wellbeing, including:

- **23** weekly Grief Group sessions; **3** Grief drop-ins
- **9** Intergenerational Programs – **8** Cooking with Grammas and **1** Crafting with Grammas
- Served **900+** bowls of soup across **18** bi-weekly soup lunches
- Served an average of **85** students per day during Cookies and Conversation drop-ins held during the first week of classes, and Fall and Winter exam periods.
- **6** five-week sessions of Dungeons & Dragons for students experiencing isolation
- An Islamic Study Circle and Gathering of Remembrance programming for Muslim students
- Maintained campus spaces for meditation, prayer, and reflection

Preparing Students for Impact

Increased student outreach and event offerings through **9** student staff and **10** volunteer student positions. Student staff were responsible for leadership and organization of groups and programs, developing content and communication plans, and creating a welcoming and peaceful community.

Increasing Access

Prioritized food programming including Snack Time, Cookies and Conversation, and Cooking with Grammas. These events helped contribute to food access on campus.

"I found Faith and Spiritual Life on a day when I was really struggling, and I found a welcoming calm community that has helped support me ever since."



Cooking with Grammas!

Intergenerational programming helped students build connections with community members of different ages and demographics. Cooking with Grammas strengthened connections to local Faith Communities.



Programming

Faith and Spiritual Life runs a wide variety of programming to help build community and facilitate discussion of spiritual and wellbeing topics. This year's programming included:

Voyagers Spirituality Group

Facilitated peer-led conversations on existential topics including Gratitude and Forgiveness, Love and Fear, The Nature of Reality, Beauty, Truth and Goodness, God and the Divine, Boundaries and Saying No, and Self-Reflection and Growth.

Knit Happens! and Lego in the Lobby

Encouraged students to drop in to take a break and engage with creative activities.

New Programming

Dungeons & Dragons Group

Helped build community for students experiencing isolation.

Neurodivergent Spirituali-Tea

In collaboration with Yellow House and Queen's Student Accessibility Services, Neurodivergent Spirituali-Tea fostered a space for neurodivergent QTBIPOC students to connect. The group included monthly Chaplain-facilitated discussions on spirituality, and QSAS peer-led conversations on resources and practices.

Sacred Fires

Sacred Fires for Peace and the Good Mind were held in collaboration with the Office of Indigenous Initiatives, gathering the community to reflect on themes of peace within themselves and globally.

Winter Grief Candle Lighting

Candle Lighting events gave students the space to gather and reflect on their grief and loss as we moved towards the longest days of the year. Music was provided by FSL student staff, and discussions were led by the Interfaith Chaplains.



Affirmations Project

In collaboration with The Shift Project, FSL held events to inspire students to reflect on the good in the world and in themselves. Events included rock painting, spin the wheel, and a Shift Project video for Student Voices Week.

Four Directions Indigenous Student Centre

A home away from home for Indigenous students. The team at Four Directions Indigenous Student Centre (4D) delivers holistic academic and cultural programming that supports students emotionally, socially, physically, and spiritually, in keeping with the teachings of the Four Directions.

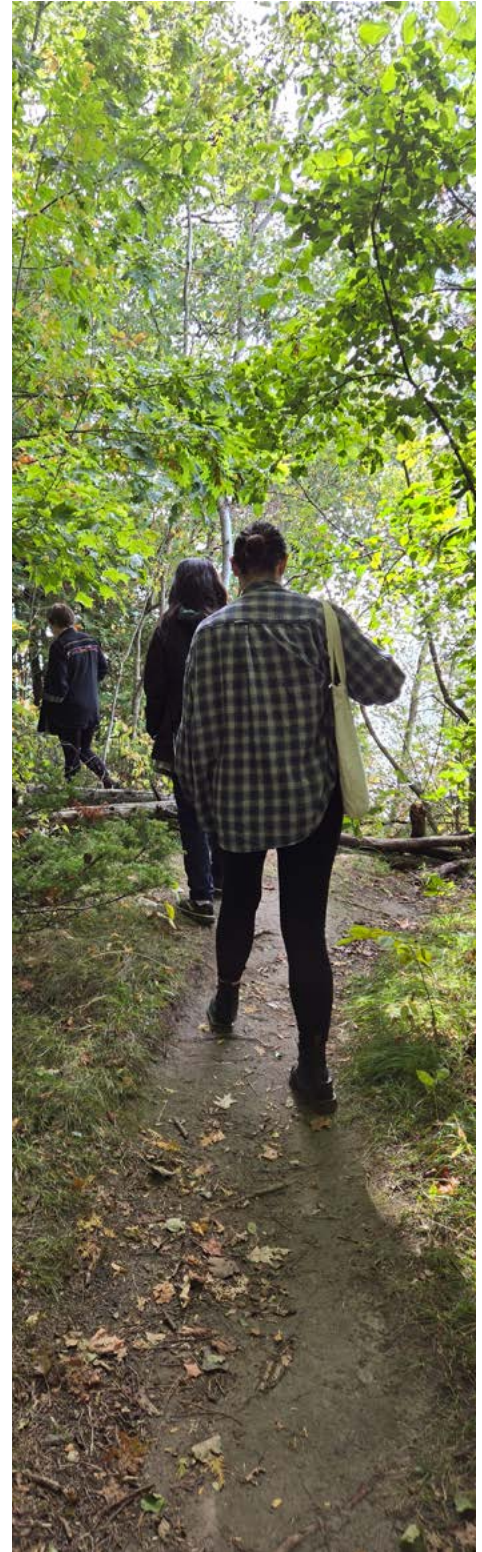
Student Leadership

Four Directions was proud to again expand their student team, by offering **26** Indigenous student leadership positions in 2024-25. The 4D student leadership team runs cultural and social programming, provides administrative support, mentors first-year students and more. These roles are integral to all aspects of the Centre's functioning.

Our Student Leaders receive cultural teachings, as well as opportunities to network, build life skills, and diversify their resumes.

Preparing Students for Impact

- The Indigenous Advisor held **72** one-on-one sessions with students around advocacy, resource referrals, and life skill building
- The Cultural Counsellor facilitated **213** mental health counselling appointments
- **20** Indigenous students were tutored for **23** courses, for a total of **134** hours
- Hosted regular drop-in sessions with campus partners including Queen's Student Accessibility Services, Student Academic Success Services, the Off-Campus Living Advisor, and the Faculty of Arts and Science's academic advisors



Cultural Programming

Four Directions hosted a wide variety of cultural programming, including:

- Tipi raising
- Moccasin making
- Drum making
- Traditional tea blends
- Maple sugar workshop
- Cooking traditional foods with Elder Betty
- Medicine Walks
- Beading and Drumming Circles



Social Fires

Four Directions' Student Firekeeper team hosted a total of **55** fires at the Centre, a mixture of social fires, cooking fires and sacred fires.



Increasing Access

Through the support of our generous donors, Four Directions was able to:

- Support **6** students in attending out-of-town conferences
- Restock the Centre's food pantry to help address food insecurity
- Mitigate challenges for **10** students via the Emergency Bursary fund
- Support **10** students through the Ohsahè:ta Program



Ohsahè:ta Program

Through this program, eligible first-year students who participate in programming and advising at the Centre can earn a financial benefit at the end of each semester, encouraging new students to establish connections with the Centre and its services.

"The Ohsahè:ta program provided the motivation I needed to get out of my comfort zone at 4D and build meaningful connections at the Centre"



Housing & Ancillary Services

Housing and Ancillary Services (H&A) cultivates a broad spectrum of responsible and innovative services, including on- and off-campus housing, food services, and more, to engage the Queen's community while supporting the university's strategic goals.

The H&A team manages close to **5,000** student beds in **18** residence buildings, as well as Community Housing, our off-campus rental apartment and housing properties, three dining halls, retail food service locations on campus, the Donald Gordon Hotel and Conference Centre, the University Club, and Event Services. Residence buildings also provide temporary accommodations for the summer conference, events, and tourism market.

Revenue and services from these units support vital student life programs and contribute to the university's learning environment.



Building an Inclusive Campus

Housing and Ancillary Services' [I-EDIAA Plan](#) has four dimensions: People, Spaces, Services & Programs, Principles & Values. Initiatives under the plan are integrated throughout the sections below.

In 2024–25, **3** H&A staff were supported through the Queen's Gateway program, creating employment pathways and learning opportunities for individuals in the Kingston community who experience vulnerable situations, particularly newcomers to Canada, refugees, and individuals in equity-deserving groups with limited English language skills.

Residence Life and Services

Queen's Residences welcomed **4,730** students and **150** Dons (live-in upper-year student staff) in the university's **18** on-campus buildings, and promoted a sense of belonging, resilience, and academic success through programming and extensive supports. **83%** of the **1,200+** students who completed the year-end Residence Satisfaction Survey would recommend living in residence to incoming first year students.

1,000+
volunteers supported
Residence Move-In weekend

- **532** Friday move-ins
- **3,791** Saturday move-ins

442 students were supported with early move-in, accommodating international students, Indigenous students, student-athletes, and Jewish students observing Shabbat

Promoting Wellbeing and an Inclusive Community

- **97%** of students living in residence completed “It Takes All of Us” training
- **1,400** free menstrual products distributed from **7** dispensers in **5** residence buildings, reducing financial barriers to these products
- **934** residence student accommodation requests (Health and Non-Health Accommodations)
- **1,259** residence Community Meetings and **2,019** Community Socials
- **86** residence-wide programs and **1,604** passive residence programs
- **23** I-EDIAA-related events, including a Black Mixer during Black History and Futures Month, Lunar New Year, Nowruz, and Holi celebrations



Increasing Sustainability

- Hospitality Services’ Sustainability Ambassadors assisted with Wasteless Move-In messaging, and a Sustainability Move-In Checklist was added to the Residence website and newsletter
- **557** kilograms of items collected from residence buildings at move-out, and donated to the Canadian Diabetes Association

Increasing Access to Queen’s

- Residence Admissions collaborated with Financial Aid and Awards to establish an internal process to manage residence deposit payments for students who received needs-based entrance awards. This initiative supports equitable access to on-campus housing.
- Residence Admissions delivered several webinars to equity-deserving groups, students requesting accessibility accommodations, and international students. These webinars were conducted in collaboration with Undergraduate Admission and Recruitment, the First Generation Pathway, and the Access and Inclusion team.

Facilities

As part of multi-year planning, the following upgrades and initiatives were completed in 2024–25:

- **700+** security cameras added across residences
- Completed bedroom lighting upgrades to LED in Leggett and Watts Hall
- Five additional residence buildings were brought online with WandaNEXT technology to increase students’ accessibility for reporting common areas and washrooms requiring service or repair
- Revitalized interior courtyard at Jean Royce Hall to enable student use. While preserving mature trees, improvements included permeable paving, new plantings, new furniture (tables, chairs, chaise longue), lighting was installed and access modified to ensure the space met current accessibility standards.
- **91** rooms renovated in the JDUC Residence

Hospitality Services

Healthy, inclusive, and sustainable food operations for students, staff, faculty, and campus visitors at **3** dining halls, **20+** food locations, and through Campus Catering Services.



Promoting Wellbeing and Inclusion

- **6,585** rescued meals served to food-insecure patrons at the campus' PEACH Market (Providing Equal Access Changing Hunger), a partnership with the AMS
- **6,190** meals accessed through Swipe It Forward by students experiencing food insecurity
- "Just in Time" initiative introduced in retail food locations across campus, offering **50%** off discounts on baked goods and grab-and-go items, supporting food access while preventing food waste
- **718** students with food allergies or special dietary needs supported by the Registered Dietitian and support staff, including **324** one-on-one appointments with the Registered Dietitian, and **216** Weekly Care Package accommodations
- **400+** Take & Make Kits distributed to students
- **13** featured menus in residence dining halls in recognition of religious/cultural observances

Enhancing Sustainability

- **619,745** free run eggs served
- **547** kilograms of honey produced from the West Campus apiary
- **357,316** single-use containers diverted through the GOOD TO GO Reusable Container Initiative
- **\$0.35** single-use cost recovery cup fee implemented, resulting in a **587%** increase in the number of beverage purchases in reusable mugs and **46,480** single use cups diverted from waste streams
- **14,182** plant-forward burgers served
- Coolfood Meals, recipes with a low climate impact, as per the World Resources Institute, made up **37%** of the residence menu cycle
- **12** Wipe Out Waste events held in residence dining halls decreased total kilograms of food waste by **10%** (Leonard), **30%** (Ban Righ), and **51%** (Jean Royce) from the previous year's events
- **26** Wellness & Sustainability Pop-up and outreach events

47.8%

of all food purchased on campus was sourced within **500 km**

80.8%

within Canada

23,064

kilograms of food donated to local food banks and community shelters

8,473

kilograms of food scraps donated to a local pig farmer

Community Housing

Queen's-owned student rental properties in the University District and on/near west campus at John Orr Tower and the An Clachan Complex.

- **147** Community Housing events aimed at expanding reach to equity-deserving groups
- Community Housing staff completed **2,600+** maintenance orders to ensure quality of properties and student satisfaction
- Community Housing purchased an electric vehicle
- Community Housing implemented Fair Access Policies to create more equitable and fair access to university-owned affordable housing

The University Club

The University Club joined the Housing and Ancillary Services portfolio in 2024. With stunning water views and historic charm, the University Club's **75+** year legacy is preserved through offering services and space for all guests to socialize, dine, and host events.



Images: Dylan Manary / Office of the Rector

Queen's Event Services

- **180** campus events supported
- **25,000** overnight summer accommodation room nights booked
- Formed new partnerships with hyper local farmers and producers, including Forman Farms, Wilton Wheat Kings, and Juniper Café
- **21** weddings hosted on campus
- Hosted the Ban Righ Hall 100th Celebration

Off-Campus Living Advisor

Off-Campus Living Advisors (OCLA) help students navigate the Kingston rental market, tenant rights, lease agreements, and more.

- **6,991** students and community attended OCLA events, including **1,473** attendees at the Second-Hand Shuffle
 - » **113** events aimed to expand reach to equity-deserving student groups
- **2,351** enquiries and appointments

Second-Hand Shuffle

This annual event allows students to donate and take items as needed. At the end of the **8-day** event, the remaining items are donated to local charities.

5,398

items donated, with an estimated value of **\$212,430**

9,970

kilograms diverted from waste streams

65 tons

of CO2 emissions were avoided

Office of the University Registrar

The Office of the University Registrar (OUR) provides comprehensive enrolment management services to the Queen's community, supporting the student learning experience, and the academic mission of the university. The office also ensures compliance with university policies and provincial regulations, supporting both students and faculty throughout the academic lifecycle.

Student Support

The introduction of a central service Hub model is working to streamline operations and the way in which students interact with the OUR. The elimination of multiple support teams in favour of a single point of contact provides a direct path to resolution, removing barriers and reducing response times. Transition work towards this model continues in 2025-26.



Convocation

17 ceremonies

9,443 graduates

17,389 guests

87 gifts presented to Indigenous student graduates

Exams

- 995 exams scheduled and run for 1,332 course sections
- 138,751 individual exams written by 23,974 students
- 237 proctors hired to support administration and supervision
- 17,609 total individual accommodated exams*

Projects & Technology Improvements

- New student card system developed in collaboration with Housing and Ancillary Services setting the stage for tap technology in 2025-2026
- New campus-wide process for Indigenous Verification
- Increase in self-service tools, including a downloadable cGPA letter, updated verification of enrolment and fee statements, and an online student card replacement request process
- In collaboration with IT Services, planning for Case Management technology through the ECRM program
- Support for various faculty initiatives, including the FAS modular degree framework

*Accommodated exam numbers also included in general exam statistics

Financial Aid and Awards

Administration of a comprehensive range of financial aid programs to help reduce barriers related to financial need or personal circumstances. Programs include government student financial aid, merit-based scholarships for undergraduate students, need-based bursaries, and awards for undergraduate and graduate students.



Increasing Access to Queen's and Enhancing Diversity

Queen's has prioritized financial aid distribution to those students demonstrating the highest level of financial need. These awards support students who may not otherwise have been able to accept an offer of admission or continue studying at Queen's due to personal, geographic, or socio-economic circumstances.

Award Program	Student Recipients 2024-2025	Amount Distributed
Major Access Awards	157	\$1,644,300
Need-Based Major Admission Awards	103	\$1,556,000
Promise Scholars Awards	16	\$233,700
Commitment Bursary	929	\$2,125,140

Commitment Scholars Award

Celebrating and recognizing demonstrated leadership in, and commitment to, racial justice, social justice, or diversity initiatives by a student in their high school or their community. In 2024-25, **41** students received **\$489,600** total, to be distributed over **4** years.

*Government financial aid data is from September 1, 2024 - August 31, 2025

Queen's University International Centre

The Queen's University International Centre (QUIC) serves as a comprehensive hub for international student support, fostering academic transition, cultural integration, and community belonging. Through integrated advising, programming, and strategic campus partnerships, QUIC enhances the international student experience and supports Queen's global engagement goals.

Preparing Students for Impact

QUIC's advising team provides comprehensive support, including immigration guidance, cultural advising, and personal counselling. The advising team delivers pre-arrival and post-arrival orientation sessions in the fall and winter terms, along with 1-on-1 advising and weekly programming. QUIC's central location and campus partnerships help reduce support barriers for international students.

3,246

one-on-one appointments delivered by international student advisors

75%

of appointments addressed critical immigration needs, underscoring QUIC's role as the primary service for international students navigating the Canadian academic and legal systems.

Additional support included health, academics, finances, housing, and taxes.

Academic Success

In partnership with Student Academic Success Services (SASS), **369** appointments were delivered supporting academic success.

Key programs included:

Write It

Students expanded their writing skills and advanced their confidence by engaging with a community of writers to discuss strategies and writing choices: **15 sessions, 90+** participants.

Speak Up

Students developed greater understanding of cultural expectations, conventions, verbal/non verbal strategies and tendencies in academic spoken communication: **10 sessions, 61** participants.

Students also participated in intercultural training with **88** students completing the Intercultural Awareness Certificate.

Career Development

QUIC partnered with Career Services to support international students with career planning and guidance.

Career Coaching was co-located at QUIC, enhancing work permit immigration advising and accessibility, and leading to an **81%** increase in QUIC-based drop-in traffic

475

appointment slots offered

64%

year-over-year increase in international student appointments



Building an Inclusive Community

QUIC's community programming helps students form a stronger sense of belonging on campus and feel more connected to the Kingston community.

- **6** QUIC community soup lunch events attended by **630** participants.
- **2,321** attendees at **241** events hosted at QUIC; **157** student club-led and **84** campus partner programs. Peer-led Work Link events and drop-ins helped build community and spread awareness of QUIC's programs and services.
- Launched a peer-based, culturally informed drop-in program for international student mental health. Intercultural Wellness Leaders provided accessible student support and helped reduce stigma.
- **1,919** participants accessed embedded intercultural training across faculties and departments.
- The International Voices at Queen's Podcast, a partnership with SASS, focused on bridging academics and careers and highlighted the experiences and stories of **9** current and former international students.



1,408 registrations across **72** online and in-person orientation sessions including Welcome Week, SIN Clinic, tax workshops, and immigration info sessions.

QUIC's annual Photo Contest highlighted the diversity of student experience, the richness of student talent, and the many facets of international education.



Pictured: 2025 Contest Winner, Sai Zom Leng, BEng, on Exchange from the University of Hong Kong (HKU), international student from Myanmar. 'Through the Darkness' Category: Expressions of Culture. Place taken: Bangkok, Thailand.

Queen's in the Community

- **170** students engaged with Kingston community experiences through **5** QUIC bus trips.
- A Holiday Host program was held over the university's annual December closure. International students were invited to share a meal with a staff host in their home.
- Contributed to the planning of Kingston's International Student Symposium, in partnership with the City of Kingston, KEYS Employment & Newcomer Services, Kingston Immigration Partnership, and other post-secondary institutions. The symposium featured panel discussions with international alumni, a community resource fair, networking opportunities, and an immigration session QUIC co-hosted with St. Lawrence College.

"I am incredibly grateful for your guidance. Your support has strengthened my confidence on both QUIC and Queen's University. I feel truly happy that there are knowledgeable and supportive individuals like you at QUIC who are dedicated to helping international students"

Student Academic Success Services

Student Academic Success Services (SASS) offers academic skills and writing support appointments, workshops, and other events. Staff from the writing, learning, and education fields tailor services to be accessible and inclusive for all students at every level and year of study.

One-on-One Appointments

3,443

total appointments with **1,401** students

1,719 online

1,307 in person

417 asynchronous

2,457

appointments with **1,109**
undergraduate students

986

appointments with **292** graduate
and professional students

By Program:

1,853 Writing

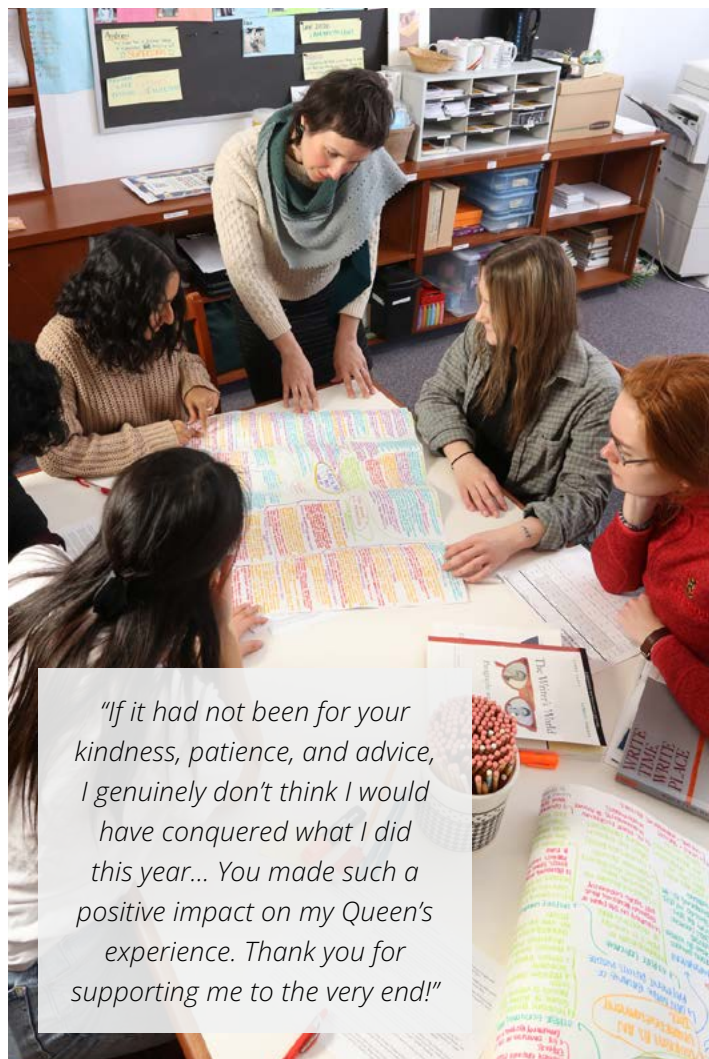
1,113 Academic Skills

378 English as an
Additional Language

99 Peer Writing

Workshops and Peer Programs

- **4,303** students in the Faculty of Arts and Science, Smith Engineering, Smith School of Business, and the Faculty of Health Sciences completed part or all of Academics 101, SASS' award-winning academic prep course, which was expanded to include a lesson on ethical use of generative AI
- **310+** students attended two Get It Done daylong study events in fall and winter terms
- Peer volunteers worked with over **2,160** students across **132** events, including workshops, drop-ins, residence booths, and other outreach events
- **71** students participated in the Bounce Back mentoring program
- **45** new students joined Grad Writing Lab, an online writing community that supports students through regular check-ins and cowriting sessions, increasing enrolment to **244** members
- **30** English as an Additional Language outreach events were held, including presentations, workshops, and training sessions





Queen's in the Community

SASS supported several groups from the PhD Community Initiative program with a presentation skills workshop in advance of their capstone event at City Hall.

The PhD CI program connects graduate students with community partners to leverage academic skills in practical contexts and improve the graduate research experience.

Global Engagement

In collaboration with QUIC, SASS launched Season 4 of the International Voices at Queen's podcast. The fourth season explores the intercultural experiences of students as they bridge academics and careers.

During International Education Week, SASS and QUIC co-hosted a student panel, Bridging Campus to Career: International Perspectives on Success. This panel gave students the opportunity to share their unique perspectives and build their public speaking skills.

Living Our Values

Drop-in Sessions at the Ban Righ Centre

30 mature women students participated in SASS events at the Ban Righ Centre, which included structured conversations on academic skills and monthly drop-in writing support sessions.

Academic Excellence Group

SASS' Peer Academic Coaches met with undergraduate students throughout the year to build skills and develop community in workshops and study groups; **100+** workshop attendees; **130+** study group attendees.

Accountability Cafe

SASS peers, in collaboration with the AMS Social Issues Commission, hosted **6** drop-in study sessions for **70+** neurodivergent students.

Skill Share Group for Students with ADHD

SASS' Academic Skills and Writing Specialists offered a **5-week** group program in both fall and winter terms for students with ADHD. This program saw **51** students over the course of the year and helped build community and skills for academic success.

Student Conduct and Care

Provides non-clinical support and referral to campus services and programs to help students navigate challenges and distress. Promotes positive citizenship through educational outreach, and manages non-academic misconduct processes.

Promoting Student Wellbeing

Care Support Services provides campus community members with an opportunity to quickly connect students who may be facing academic or personal difficulties, to resources and support services.

This year saw an increase in student needs and complexity of cases, as well as an increase in academic and financial concerns.



Most Common Concerns

- 1. Academic (144)
- 2. General Wellness (73)
- 3. Financial* (65)
- 4. Mental Health (53)
- 5. Adjusting to University (35)

*Financial was new to the top concerns this year.



Non-Academic Misconduct System

The Non-Academic Misconduct System (NAM) Intake Office manages intake and referrals for four units across the NAM system, under Queen's Student Code of Conduct: The Student Conduct Office, Queen's Residence, Queen's Athletics & Recreation, and the AMS Judicial Affairs Office.

Many cases in 2024-25 shared common themes of disruptive misconduct, property-related misconduct, and interpersonal misconduct. Despite a consistent total case volume, the number of violations recorded in 2024-25 was higher than prior years due to a corresponding increase in the number of student respondents and ongoing efforts to hold students consistently accountable to the expectations outlined in the Residence Contract. Violations of the Code and other Policies decreased **20%** from 2023-24.

- **1,079** cases involving **1,821** individual students and **2** student groups
 - NAM cases were consistent year-over-year
 - Number of student respondents increased **103%**
 - **93%** of reported incidents occurred in Residence
 - **82%** of student-respondents were found responsible for at least one NAM violation
- **10** appeals to the NAM Appeal Panel:
 - **4** appeals were withdrawn or dismissed without being heard
 - **6** sustained the original decision (some sanctions were modified)

Student Conduct Office

This office manages non-academic misconduct cases involving students pertaining to Category 2 violations under the Student Code of Conduct, the university's Harassment and Discrimination Policy, and the Policy on Sexual Misconduct and Sexual Violence involving Students.

The student conduct process is part of the broader learning environment. Cases are resolved through educational, restorative, and corrective outcomes. Students are encouraged to reflect on their behaviour, take responsibility, learn, and make amends.

Parallel case management between NAM and Care Support Services effectively reduced more serious behaviours escalating into the NAM system.

61 case referrals

92 individual students and
2 student groups involved

97 violations recorded

185 sanctions issued

Student Experience Office

The Student Experience Office (SEO) delivers programs and services to orient undergraduate students to university life, support their successful transitions into and through university, and encourage leadership development, student engagement, and co-curricular involvement at Queen's.



Preparing Students for Impact

Setting the First Year Foundation

- **686** incoming undergraduate students and **849** parents/supporters attended Summer Orientation to Academics and Resources (SOAR) 2024 on campus
- **4,323** students and parents/supporters attended pre-arrival webinars
- **255** students attended virtual and in-person summer socials
- **4,230** incoming students accessed First Year Foundation 100 modules
- **3,000+** students attended Welcome Home Night; **5,300+** first-years and student leaders participated in the Tricolour Parade
- **200+** hours of social programming held for first years living off-campus
- **764** first-year mentees connected with **171** upper-year peer mentors through the QSuccess First-Year Mentorship Program

Student Voices Week

Student Voices Week offers a series of opportunities to engage in conversations about equity and allyship and celebrate equity-focused work being led by students.

This year, the week included **15** events with **23** campus partners participating. Events included a conversation café, an affirmations pop-up, film screening, workshops, a market, and more. The Student Voices Week Market was held with booths from student artists and entrepreneurs from equity-deserving communities as well as student clubs supporting equity on campus.



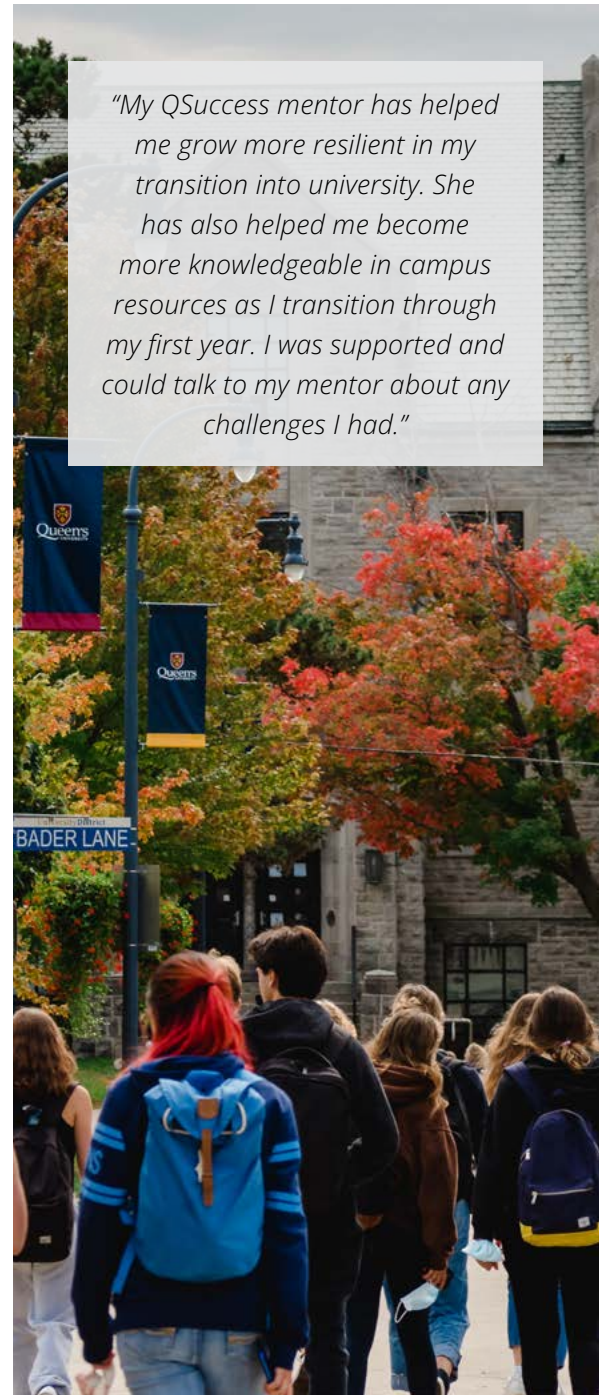
Queen's in the Community

The Off-Campus Community (OCC) offers leadership opportunities and space for students living off-campus in their first year. OCC partners with the Off-Campus Living Advisor to educate students about being good citizens, neighbours, and understanding Kingston's bylaws. A downtown welcome event helped familiarize new students with the city and local businesses.

Building an Inclusive Campus

- **49%** of QSuccess mentees and **69%** of mentors self-identified as a member of an under-represented group
- **200+** first-year equity-deserving students attended Meet & Mingles, with equity-focused campus partners to promote connection and community
- **4** Promise Scholars, and **5** Commitment Scholars graduated from their programs
- Launched wrap-around supports offered to Former Youth in Care access program students
- **600+** equity and/or allyship-focused events highlighted on the Allyship & Belonging Student Calendar
- **2,100+** Allyship & Belonging Student Calendar webpage visits (Sept.–April)
- **50** Lead, Include, Transform (LIT) Peer Led Anti-Oppression training program sessions (**+33%** requests for sessions), **1200+** students trained to recognize and reflect on positionality, identify various forms of oppression at Queen's, and feel equipped to challenge oppression when they see it

"My QSuccess mentor has helped me grow more resilient in my transition into university. She has also helped me become more knowledgeable in campus resources as I transition through my first year. I was supported and could talk to my mentor about any challenges I had."



Moose Hide Campaign

To honour the Moose Hide Campaign, The Shift Project offered members of the Queen's Men's Rugby Team the space to share a meaningful conversation with Cultural Advisor Te ho wis kwûnt, Allen Doxtator, Bear Clan from Oneida of the Thames, on the role of men in ending violence against women. The [video series](#) reached a wide audience across YouTube and Instagram, gaining **35,000+** views, helping spread the important message of the campaign.

The series received recognition from the Moose Hide Campaign and was featured as their 'Post Secondary Spotlight' in their annual report.

Student Wellness Services

Student Wellness Services (SWS) fosters a thriving campus community by setting the standard for innovative, inclusive and responsive wellbeing, care, and accessibility support for Queen’s students.

Preparing Students for Impact

- **93** students volunteered **6,873** hours in the Peer Health Educator, Peer Wellness Coaching, and Campus Observation Room programs. **18** students held paid positions in these programs.
- Anosha Waqar, Peer Health Educator and Peer Wellness Coordinator, received Student Affairs’ I-EDIAA Impact Award.



40,329
clinical appointments for medical and mental health needs in the Côté Sharp Student Wellness Centre

8,973
students seen

1,986 students accessed same-day counselling

1,583 flu and/or COVID vaccines administered to students, staff and faculty

454 students attended a Sexually Transmitted Infection (STI) self-test drop-in clinic or booked a nursing appointment

2,845 students received drop-in support/resource navigation from the Gregory David and Neil Rossy Health Promotion Hub

263 Health Promotion professional wellness coaching appointments around food and/or substance use

Program and Service Updates

- Multi-year preparations were completed for the summer 2025 implementation of a new Electronic Medical Record system. The upgrade allows students to book medical and mental health appointments online, receive reminders and messages by text, and view test results.
- Training modules were developed by NURS 405 practicum students to help train staff who support neurodivergent students, and students experiencing climate change anxiety.



A renovation to The Côté Sharp Student Wellness Centre Reception area provides private pods for check-in and in-person appointment booking.

6,299

students registered with Queen's Student Accessibility Services (QSAS)

- **47%** for neurodivergence as a primary disability (ADHD, Autism, or Learning Disability)
- **34.2%** for a mental health disability

Increasing Access to Queen's

Queen's Student Accessibility Services (QSAS) increased its team to better support students accessing service. QSAS created two Assistant Manager positions to support operational enhancements, which will help ensure students are receiving timely support.

335 new students registered with QSAS by August 2024, helping to ensure a smooth transition to university. This was achieved by:

- Collaborating with Undergraduate Admission and Recruitment to email **726** incoming students with disabilities
- Hosting a summer webinar with **28** attendees and **113** post-event views



Addressing Food Insecurity

- **769** students received support through food programs, including Mason Jar Meals, Fresh Food Boxes, and Healthy Cooking
- **52** students booked food access appointments
- **2** new food access programs were piloted:
 - » Grocery Game Plan workshop and grocery store visit
 - » Food & Community, a weekly summertime gathering to connect students and staff over globally-inspired freshly prepared snacks

Wellness Groups

13 multi-week professionally-led therapy groups had a combined reach of **546** students.

New groups included:

- Navigating University with ADHD
- First Year Frenzy
- Wired for Wellness
- Engineering Calm for engineering students
- Sessions for graduate students

Wellness Education

3,905 students, staff, and faculty attended **61** health and wellness presentations, workshops, and mental health trainings.

Marketing and communications student staff contributions led to an **88%** increase in new visitors to the Be Well at Queen's blog, a **50%** growth in TikTok engagement, and **1 million** Instagram profile views [@queensustudentwellness](https://www.instagram.com/queensustudentwellness).

Building an Inclusive Community

The Transcare health team provided support to **100+** students, providing gender affirming medical and mental health care.

Through a 2-year, **\$100,000** grant from the Bell Let's Talk Post-Secondary Fund, a QTBIPOC-identifying counsellor was recruited to provide same-day, one-on-one appointments and therapy groups, expanding support for racialized students.

Undergraduate Admission & Recruitment

Responsible for the recruitment and admission of students to direct-entry undergraduate programs.

Incoming Class of Fall 2025

First-year students come from all provinces and **2** territories, **44** US states and **67** additional countries

59,500+

applications – a **3%** increase and the highest number ever

90.4%

incoming class average

7.6%

are international visa students;
10.7% attended high school outside of Canada

Winter Admission (January 2024)

128 applications

20% from international visa students



Recruitment Activity Highlights

Events

- **70,000+** attendees at **2**-day, in-person Ontario Universities' Fair (October 2024)
- **7,900+** registrants: On-Campus Fall Preview Open House (October 2024)
- **3,400+** registrants: On-Campus March Break Open House (March 2025)
- **4,900+** webinar registrants

Queen's U Bound Global Campaign

- **3,900+** domestic student registrations, and **480** international student registrations for events in Beijing, Calgary, Chengdu, Dubai, Guangzhou, Halifax, Kingston, Montreal, Nanjing, Shanghai, Toronto, Vancouver, Wuhan, and online

Campus Tours

- **16,700+** registrants for in-person tours
- **250+** registrants for a live Guided Virtual or Audio Tour
- **113,000+** total visits to the 3D virtual tour

Outgoing Communication

- **824,800+** individual emails sent; **84.5%** open rate

Enhanced International Outreach

- Engineering-specific digital media awareness campaign in UAE, Pakistan, Bangladesh, Nigeria, India, Ghana, Kenya; **3.25M** impressions; **142K** landing page clicks
- Launched Queen's first official Little Red Note account
- Expanded immigration supports by partnering with BorderPass and onboarding a dedicated International Student Advisor in UAR for prospective and new incoming undergraduate students
- Continued to deliver the Queen's Commitment package, which included scholarships, a tuition credit, airport pick up and early move in

International Awards and Scholarships

- In 2024-25, **\$3.28M** was awarded to international students from Smith Commerce, Health Sciences and the Faculty of Arts and Science. These awards further diversify enrolment from prioritized countries, including India, Vietnam, Pakistan, Nigeria, and Kenya.
- Continued the Dean's International Admission Awards program, helping support student mobility and access to Queen's
- Preparing to welcome additional **1** World University Service of Canada (WUSC) and **1** Karta Catalyst Scholar in September 2025

Increasing Access and Diversity

Equity Ambassador Program

- **21** undergraduate Equity Ambassadors delivered **480** workshops to high schools and communities
- **20%** increase in workshop offerings
- Increased outreach through in-person community events

The Access and Inclusion Team works to create connections with students, families, and community agencies in underserved communities to provide information on higher education programs, and options for financing education. Enhanced initiatives in 2024-25 include:

- Connecting with **10,000+** students in underserved communities – an **11%** year-over-year increase
- Providing in-person student support in the Greater Halifax region
- Holding **3** events to further build connections with partner organizations and communities



Indigenous Recruitment

- Redesigned the Indigenous Applicant Handbook
- Hired a new Indigenous Recruitment Coordinator

Indigenous and First-Generation Students

- **1.6%** of the incoming class has self-identified as Indigenous
- **4.6%** of the incoming class has self-identified as First-Generation

Yellow House Student Centre for Equity and Inclusion

The Yellow House team is committed to creating comfortable and accountable spaces for students who identify as Queer, and/or Trans, and/or Black, and/or Indigenous, and/or as People of Colour (QTBIPOC) to feel safer, to create community, to be empowered, to celebrate their identity, and to flourish. The Yellow House seeks to engage students in initiatives that actively dismantle oppressive, racist, and colonial ideologies and practices.

2,100
student interactions
with Yellow House
programs and events



Building Community

- Provided space to students and student clubs to host **150+** events connected to our mandate
- **350+** students, staff, and faculty attended fall welcome events
- **120+** students joined Black Welcome, the institution's second annual event to welcome Black students, staff, and faculty to campus for a new academic year
- Offered advising services for QTBIPOC students, including 1:1 appointments with professional staff to support growth, skill development, and leadership capacity



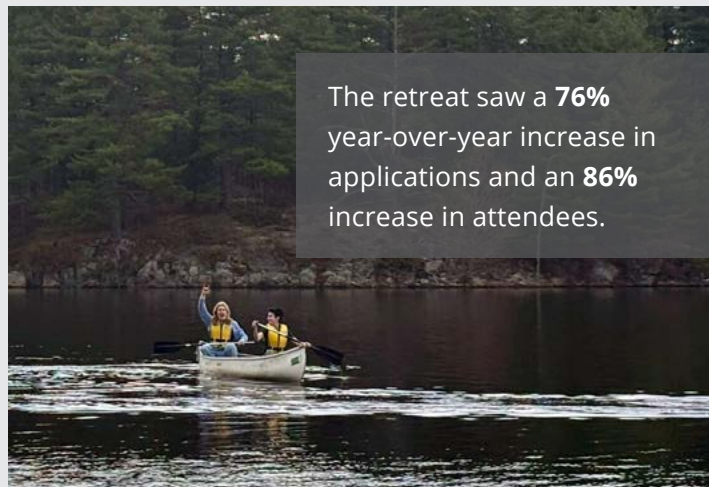
Black at Queen's Program

The Yellow House formalized programming for Black students through the launch of the Black at Queen's program, developed through consultations with Black students at Queen's to determine their needs and interests. Highlights included:

- The Black Student Business Booklet, featuring Black student entrepreneurs and services on campus.
- Black Swims, a collaboration with Athletics & Recreation, saw **214** engagements with Black Queen's students, faculty, staff, and community members and their invited guests. The swims were accessible for all levels of comfort in the water, and three levels of adult swimming lessons catered to different abilities.

Gender Diverse Wellness Retreat

The second annual Gender Diverse Wellness Retreat brought together **26** gender diverse student attendees, and **12** student staff, community facilitators, and Queen's professional staff, to connect, reflect, and celebrate gender diversity. Intentionally designed by gender diverse professionals and Yellow House student staff, this year's retreat programming was expanded across a longer stay, and included art spaces, tie dye, D&D, hikes, song circles around the fire, canoeing, meditation and intention setting spaces.



The retreat saw a **76%** year-over-year increase in applications and an **86%** increase in attendees.

Roots and Recipes

Roots and Recipes provided an opportunity for students to learn about other cultures through food. The program featured cooking demonstrations and take-home meal kits for select dishes from the QUIC cookbook. The recorded video series included education on the cultural origins of the meal.

Preparing Students for Impact

Yellow House employed **13** student staff, supporting their professional growth and development.



Promoting Inclusion and Wellbeing

Yellow House's programming is developed to support QTBIPOC students in building community and fostering belonging. This year's events included therapeutic groups for queer and gender diverse students, games nights, cooking sessions and meal kits, Solidarity Swims, art sessions, a free community closet and clothing swaps, Gender Diverse Song Circle, alumni engagement, and more.

Beyond events and programming, Yellow House supported I-EDIAA initiatives across Queen's and the Kingston community. This included support for National Day for Truth and Reconciliation and the Principal's Action Group on Gender and Sexual Diversity, helping student clubs with guidance and space bookings, and creating resource guides, including the Black at Queen's booklet, a 2SLGBTQ+ Resource Guide, and an intersectional reading list.

Queen's in the Community

- Engaged with the City of Kingston's Emancipation Day Committee on the second annual Black Block Party
- Attended Kingston Pride and took part in the community fair
- Yellow House opened many events to the Kingston community to encourage students to connect with community members and local businesses
- Collaborative events included Black Light community talks, Indigenous Clothing Swap, Rhythm Cycle with a local Black-owned business, LAL concert at the Skeleton Park Arts Festival, and a sponsored Reelout Queer Film Festival screening



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