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Your Money, Their Pockets

by Kelsey Litwin

Every year, Concordia is mandated to release a statement on the salaries of the members of the Board of Governors, the university's highest decision-making body. The document details their base salary, taxable benefits and other allowances and reimbursed expenses. Here's a look at the 2015-2016 academic year.

Salaries

5 million

was spent on 31 senior administrator's salaries.

**240,
518**

Graham Carr,
VP Academic
Affairs

**279,
231**

Bram Freedman, VP
Advancement and
External Relations

**218,
251**

Lisa Ostiguy,
Deputy Provost

**373,
325**

Alan Shepard,
President

Other Money Spent

Concordia's policy on the remuneration and evaluation of senior administrators explains that they are entitled a number of extra financial benefits. These include a \$900 per month car allowance and \$5,000 per year professional development or scholarly research allowance. For the president, these amounts increase by \$300 dollars and \$5,000 dollars respectively. These numbers also include taxable benefits.

**16,
306**

Graham Carr

**21,
394**

Bram Freedman

**39,
115**

Lisa Ostiguy

**71,
532**

Alan Shepard

CSU Takes an Intersectional Approach

New Equitable Hiring Policy to Set Philosophy in Stone

MIRIAM LAFONTAINE

The Concordia Student Union is looking to increase representation of voices coming from marginalized and oppressed backgrounds.

In the past month, it added an intersectional feminist position to its Positions Book, which CSU Sustainability Coordinator Lana Galbraith proposed at the council meeting on Dec. 14.

According to Galbraith, the position will help guide the CSU in its decision making—particularly its hiring process—and when deciding what sort of organizations the CSU should or should not work with.

Within the hiring process, it would aim to ensure that priority be given to female or non-gender conforming students, especially those who are non-white.

When the position was passed, there was some confusion in the CSU's council towards it. The wording of the position never specified that it was to be used in relation to hiring within the union. It reads “that priority in that role would be given to someone who has lived experience at the intersection of different systems of oppression.”

Attempts were made by councilors Julia Sutura Sardo, Agunik Mamikonyan and Artem Mikhailitsin to amend the wording of the position, all of which failed.

Sophia Sahrane, Academic and Advocacy Coordinator and member

of the policy committee, said an amendment of the wording would “limit” the position and cause it to “lose its potential completely.”

In a recent interview, Sahrane explained that she didn't want the position to be limited to hiring, but to instead guide the CSU's “everyday dealings” and ensure “that in every task, every discussion, every decision made within the CSU that we have an intersectional approach.”

In addition, she said at the time that its policy committee was too predominately white and cisgendered to make a fair decision on the matter.

The position, Galbraith said, is important to the CSU's mandate, as it aims to promote the inclusion and “elevate the voice” of people from marginalized and oppressed backgrounds who may face discrimination when applying for work.

“I think a lot of people are aware that racism exists, but aren't necessarily aware of the ways in which it shows itself,” said Galbraith.

As it stands now, there's no official policy that will necessarily ensure that this position will be followed. But Galbraith said that soon the CSU's intersectional feminist philosophy will be made more concrete, through the creation of an equitable hiring policy. This will mostly likely be adopted by the union in the coming months.

She has been working on an equitable hiring policy with the aid of the



KELSEY LITWIN AND MIRIAM LAFONTAINE

Centre for Gender Advocacy, and Sophie Sahrane and Loyola Coordinator Marcus Peters.

If approved by council, it would ensure that priority would be given to job applicants to the CSU who are either racialized, female, or non-gender conforming—meaning it would also have an intersectional approach.

Peters said the equitable hiring policy would likely be presented to the CSU's council to vote on within the next month, and is confident it'll be approved with little contention.

“Equity hiring policies are starting to become pretty common in workplaces around the world,” said Peters, who highlighted that its decision to push for this policy was not made in reaction to any perceived imbalance within the CSU. Rather, he said, it's something all workplaces should move towards.

Both Galbraith and Peters have said, however, that this is not an affirmative action policy. “I don't think that this is a mechanism that would be tokenistic,” said Peters, “because it

only comes into place when you have candidates of equal merit.”

The CSU's hiring committee would only favour a candidate that came from a more marginalized or oppressed background as long as they also had the required job experience and skill set necessary for the job.

Peters hopes the equitable hiring policy will correct various inequalities that exist within many workplaces, even if it may only be on a small scale.

Frigo Vert Still Not Wheelchair Accessible

No Progress Made Since the Co-op's Move in 2016

ETIENNE LAJOIE

@RENEGADEREPORTS

Frigo Vert, the co-op health-food store on the Concordia University downtown campus, is still not fully wheelchair accessible. No changes have been made since its official opening in September.

Namely, there's still no railing for the wheelchair ramp outside the store.

In 2016, the co-op moved from its former location on Mackay St. to a space across the street from the Webster library. At the time, Maria Forti, a collective member, said that one of the main reasons for the relocation was to increase accessibility to all students.

Another collective member, Hunter Cubitt-Cooke, recently explained that the building Frigo Vert moved into has been sold and that the “new landlords have said they will repair it after construction” of the building is completed.

In September, the path from the outdoor ramp to the store's doors was blocked by a ladder used by the construction workers. Cubitt-Cooke added that the ramp is now in

disrepair due to the construction.

The collective's website promises that once the ramp is repaired, they will be painting it and adding signs, pointing it out.

Frigo Vert is currently in negotiation with the landlords in regards to their “specific need and designs.” The relationship between the health store and the new landlord has so far been good, said Cubitt-Cooke.

In an email, however, Marie Christine Hebert, the building's property manager, said they will not be helping with their renovations.

In addition to the ramp, Frigo Vert would also like to install automatic doors. At the 2016 Radical Accessibility Audit-a-Thon, organized by the Community-University Research Exchange, a non fee-levy group at Concordia, the lack of automatic doors around campus was identified as a problem by some students.

Frigo Vert's Accessibility Info Summary, an audit available on their website, explains that they've applied for a grant to fund the purchasing and installation of new doors.

Frigo Vert is still looking to apply for

other grants such as the Programme d'immobilisation en entrepreneuriat collectif intended for businesses that are part of the Quebec social economy. Cubitt-Cooke said, however, that Frigo Vert first wants to get its finances in order before moving forward.

“We are currently working on our budget in order to figure out where we can afford to spend our resources and what our priorities are as far as new projects are concerned.”

Cubitt-Cooke also explained that the

Frigo Vert received \$130,000 in financial aid, \$100,000 of which came from a CSU Fund.

energy costs have gone down as the new space is more efficient. Plus, sales are up. Frigo Vert hasn't been in the space long

enough to do an annual evaluation.

When it moved, Frigo Vert received \$130,000 in financial aid, \$100,000 of which came from the Concordia Student Union's Student Space, Accessible Education and Legal Contingency fund.

However, the CSU does not oversee Frigo Vert's finances because it is an independent fee-levy organization “with no permanent dependence on the union,” said CSU Finance Coordinator Thomas David-Bashore.

The \$100,000 grant, according to David-Bashore, “was given based on the CSU's commitment to an accessible campus” and because of “Frigo Vert's demonstrated financial responsibility and long history of contribution to student well-being.”

The collective also wants to create new coordinator roles and change “the structure and organization of the workloads.” Cubitt-Cooke said that Frigo Vert is always seeking to improve its organization.

“One of our goals is to better distribute the labor and another is to prevent tasks from falling through the cracks.”

The Science Behind New Year's Resolutions

Proper Planning and Being Realistic Are Key to Following Through

SAFIA AHMAD
@SAFS_ONTHEGO

Every year, millions of people around the world set New Year's resolutions. Whether the goal is to lose weight, save money or quit smoking, there is often a strong belief that this year will be the year.

Unfortunately, more often than not, they fail.

A study performed in 2013 at the University of Scranton, Pennsylvania indicated that less than ten per cent of people succeed at fulfilling their resolutions.

According to Statistic Brain Research Institute, 41 per cent of Americans have set New Year's resolutions as of Jan. 1, 2017. Just over a week into the year, it's too early to know how many people will actually turn their resolutions into reality.

Unlike other goals set throughout the year, New Year's resolutions carry an element of tradition. Historically, the Babylonians and the Romans would make promises to their respective gods.

Today's most popular resolutions are not typically associated with the same sense of tradition. Nonetheless, because resolutions are performed annually and in timely fashion, they tend to carry more weight and tend to be seen

as important since everyone does it, according to Richard Koestner, a human motivation professor and psychologist from McGill University.

Despite the cultural importance, many fail to stick with it.

Science has helped demystify these troubling results. Research has shown that the majority of individuals fail to set precise goals and a specific plan of action needed to accomplish them.

"Just having a goal without specific plans won't get you very far," said Koestner.

The psychologist has researched goal-setting, self-regulation and internalization processes for more than two decades. He said that individuals who want to accomplish their New Year's resolutions need to apply an "implementation plan."

This two-step plan involves determining a precise goal and the specific steps which identify the when, where, and how that will allow the individual to perform said goal automatically and unconsciously.

He also found that individuals often choose resolutions that are not representative of their true personal desires.

In an outline Koestner prepared for one of his courses, he wrote, "Many of the resolutions we set are actually things we feel others want us to do, or things we feel guilty about not having done."

Even when individuals determined a specific goal and course of action, Koestner found that the likelihood for failure remained high because of our limited self-regulatory strength.

In other words, it is difficult to break old habits and replace them with new ones because people do not have enough "sustained energy" to exert self-control.

It does not help that we often want to see instantaneous change. This is often

the case with those who wish to lose weight at the start of the new year. According to Statistic Brain, over 21 per cent of people have set this as their main goal to achieve in 2017.

"A lot of them say, 'Within three months, I want to have lost X amount of weight,'" said Thierry Gerville, an Energie-Cardio head trainer. "Their goals aren't realistic and [the trainers] have to tell them and motivate them as much as we can."

Gerville explains that on average, a person can lose up to five pounds per week but gain back around two to three pounds in water weight. In the end, it is more likely that he or she will lose those five pounds total over a month, and not seven days.

Despite these grim results, there is still hope for the 90 per cent of individuals who can't seem to stick with it.

Since failure, however, remains an important part in achieving one's personal objectives, whether they are New Year's resolutions or other types of goals.

"It takes an average of seven attempts before someone succeeds," Gerville said over the phone.

Koestner argues that using the two-step implementation plan while understanding and accepting that individuals have a limited capacity for self-control can help individuals move forward. In doing so, they will be able to choose goals that are intrinsically significant and plan them out carefully.

Turning this theory into a reality might not be as far-fetched after all. Just understand that your excess belly fat might not be gone in a day.

"You just have to have realistic goals," said Gerville. "You've got to be prepared to be disappointed at first, but you know, put in the effort."



Weight loss is among the most popular New Year's resolutions every year.

KELSEY LITWIN

This Week in News Online at thelinknewspaper.ca/news

Departed senior administrators make a lot of money after they've stopped working.



From left to right: Alex Kasirer-Smibert, Daniel Gélinas, Simon Millerd, Thanya Iyer and Shaina Hayes.

COURTESY FREDERIQUE BERUBE

Finding a Harmonious Balance

Montreal Musician Thanya Iyer Talks Slowing Down, Moving Forward and Catching Up

OCEAN DEROUCHIE
@OSHIEPOSHIE

Thanya Iyer sat in a sea of mattresses.

In a spacious Jean-Talon St. home turned intimate concert venue, Iyer was surrounded by people draping themselves over each other. Iyer rested her head on someone's shoulder. There was a calmness in the room as she reconnected with old friends, some of whom she hadn't played with in years.

Iyer and her eponymous band recently released their debut album: *Do You Dream?* At the moment, she's finishing up the last year of a bachelor's degree in psychology at Concordia University, working in a lab, studying the connections between music and the brain. She also teaches piano and violin lessons.

"In the fall semester, I realized that I couldn't balance performing music, school and work," Iyer said, admitting that she recently had to re-think her lifestyle after the album release.

The core band is composed of multi-instrumentalist Alex Kasirer-Smibert playing upright bass, synth, and occasionally guitar; Daniel Gélinas on drums; Simon Millerd on the trumpet; and Shaina Hayes, who weaves her floral vocals through the album. Together, the band achieves a wonderful collage of complimentary sounds.

Do You Dream? marked September 2016 as a milestone for the band. The album was the culmination of their adventures in music that began when Iyer, Hayes and Kasirer-Smibert first met in Cegep at Vanier College years ago.

Bouncing in and out of each other's lives since young-adulthood, the band has created a beautiful, intricate web of friendship and collaborative musical effort. They play in each other's musical projects, like TEA—an indie folk band—or when jamming out at Shigawake Agricultural Fair & Music Festival during the summer. Their music has grown and developed much in the same way they



Iyer and the band played a house show in Jean Talon on Jan. 7.

OCEAN DEROUCHIE

have grown together as people.

At the heart of it is Iyer.

Even so, while the band produces and performs under Iyer's name, there's no doubt that each musician brings something of their own to the sound. The group fluctuates between three to five musicians, and they often invite other local musicians to play with them live.

"It's fun. We always make it a little bit different each time [we play]," said Hayes. "It's like being with family. No matter what the show or event, no matter what we're all feeling, it's always comfortable."

It shows when the band connects on stage. At their performance on Dec. 31, Iyer, Gélinas and Kasirer-Smibert's improvisations went in a direction away from the lushness of their album. Layering glitchy electronic melodies over Iyer's radiant voice, paired with synthy-experimental noises, it was clear that the band won't stop evolving after the LP.

"We want to focus more on the balance between the crazy improvised sections, and bringing it down to bare nothing," Iyer said of the set. "For [the Ritz] show, we decided to not make a set, and whatever happened would happen."

The band continues to accumulate love in the local music scene by delivering magical shows with their now-unpredictable sound post-album.

"Change means letting go of what something was, in order to let it become something new," said Millerd, the trumpeter. "Thanya has a lot of courage in that sense."

There is also bravery in being honest, and Iyer's lyrics reflect her own determination to accept and acknowledge the love, loss and transformations that took place through her twenties. Right now, she's looking forward from this fruitful part of her life.

"I'm usually taking a part-time [workload] this semester, and I try to balance school and music evenly. But this year, I am working on

my thesis on musical abilities in children. It was cool that I found that niche," she said.

Iyer walks a fine line between keeping options open and spreading herself too thin. With the best intentions, she tried to give herself to all of passions, but found that she eventually had a choice to make. Between the album launch, her thesis, and studying and teaching music, Iyer couldn't balance everything the way she used to. "You can't do everything forever. So I decided to focus on this last year of school," Iyer said.

While most people in her year of her program applied for Master's programs, Iyer wondered if she too, should follow suit and look into post-graduate studies. "But I was like no, you gotta do you. You gotta do you."

To her, that means giving herself to her path and to her music "for an undefined amount of time."

Do You Dream?'s tender narrative of internal division, change, and clarity, is fittingly reflective of Iyer's post-release feelings. In the track, "MindBody," there's a relatable feeling of not knowing where you're headed, or where your path will take you in the lyrics, "Late at night/I stay up counting cards until persuaded that I'll save... I can't wait not knowing when I'll finish writing this and hoping to/ brave be brave."

As Iyer looks forward to completing her BA at Concordia, the band has equally exciting opportunities in the horizons. They'll be kicking off on an U.S. tour this spring. While there, they'll perform a show and hold a workshop for kids at the True/False Film Festival in Columbia, Missouri. With their path rolling out slowly but surely under their feet, Iyer stays optimistic and content.

"It's the balance—that's the biggest thing," she said smiling. "I was so pulled by all of these directions... but I have so much passion for songwriting and performing. I believe in it so much."

This week in Fringe Online www.thelinknewspaper.ca/arts

Looking for something to do during the cold season? Look out for our Igloofest 2017 coverage.

Embracing the Imperfection

Alexa-Milena Piqué's *Abstract Women* Challenges the Conventionally Beautiful Body

FRANCA G. MIGNACCA

Montreal artist Alexa-Milena Piqué's upcoming solo showcase, *Abstract Women*, aims to find beauty in what isn't typically seen as beautiful.

"The female body, self-love, and empowerment will always be present in my art because there is such a need for them," Piqué explained. "We are slowly beginning to fall in love with ourselves again, regardless of the ridiculous expectations of society, and thus our inner selves who have been brainwashed into thinking we are not enough."

Abstract Women contains elements familiar to Piqué, ones that she has explored in her previous series, *Self-love*, which was created at a time of self-discovery for the artist.

"[It's] a series of selfies of myself feeling empowered through many different physical positions," said Piqué. "The figures were quite abstract and without faces, but transmitted a feeling of resilience. Each 'selfie' was drawn during a moment that I wanted to remember."

The showcase will feature a series of drawings and paintings called *The Abstract Soul of a Woman*. Piqué said that this exhibit will be themed around the connectedness of our differences.

"The drawings will represent all women," she stated.

Her abstract paintings focus on the use of colour and tone. Her creative process stems from automatic painting, a practice in which she has no planned image for the canvas and paints purely out of spontaneous feeling and emotion.

Piqué's work features recurring themes of imperfection. Drawings from her *Self-love* series present bodies with uneven shapes, or hair, images that can sometimes be seen as taboo.

Piqué uses different tools to form her art, from sharpie markers and ink to watercolor. Though she delved into figurative drawing, she felt that abstract techniques remained truer to her work's purpose.

"I realized the idea of a figurative body cannot exist, because it could only truly relate to one person. I began to draw in a way that felt most natural and genuine," Piqué explained. "I draw the bodies of all women. I draw the woman with the small hips, the woman with the large feet, the woman with the round belly. I draw the woman who is flexible, I draw the woman who is shy."

Through her art, Piqué's views on feminism are projected. "I know that this is a sensitive subject, but I feel that women are different from men," she explained. Piqué said it's her belief that it's a choice for women to use their gift of procreation or not.

"Even if we choose not to procreate, we are born with a power only recognizable by each other. We are the source. We are sacred. My art stands for this. An idea beyond feminism, an idea that we need to get back to a universal consciousness."

The inspiration behind the exhibit flowed from her work with *TRIBE de MAMA*, a magazine that she's worked with for over a year, as well as her experiences travelling to

Germany, Spain and India. Working with *TRIBE de MAMA* gave her the opportunity to meet and work with women of all backgrounds, inspiring her to cross over from her self-portraits to depictions of other women.

The aim of Piqué's *Abstract Women* is for her audience to relate to her work and grow open to self-acceptance and self-love. Piqué also acknowledges that many have reached out to her through social media, and she hopes to connect with those people in person at the showcase.

While feminism is a prominent subject in her art, she invites people of all gender identities and backgrounds to consider the universal messages it presents.

"Right now, I am in a place of creation where I want to connect with women. I am a woman after all, which leaves me only wanting to connect with my truest self, since I believe we are all part of one Mother force. Yes, I receive more praise from women with regards to my art, but I believe men can also relate," Piqué stated. "Gender roles and social issues affect us all. I guess in a sense, I am fighting to get women back into a position of positive power."

Attendees of the exhibit can view and purchase her original pieces to a background of playlists ranging from soul music to Chicago house music, in the intimate setting of Espace POP.

Jan. 12 // 6 p.m. – 9 p.m. // Espace POP // 5587 Parc Ave. // FREE



Alexa-Milena Piqué, creator of *Abstract Women*



PHOTOS COURTESY ALEXA-MILENA PIQUÉ

"Woman with Knee on Head" from *Abstract Women*

THE LINK CALENDAR OF EVENTS Jan. 10 - Jan. 17

TU 10

The Link's Race Special Issue Brainstorm

Have you got some pitch ideas for our upcoming race issue? We'd love to hear 'em!

Concordia Hall Building • 1455 de Maisonneuve Blvd. W. • 4 p.m. // FREE

Prosomiosis by Eva Papamargariti

Come check out London-based new media artist Eva Papamargariti present her latest video made for the "Language of Dreams" show. Société des arts technologiques [SAT] • 1201 St. Laurent Blvd. • 5 p.m. // FREE

SA 14

Interventions on the Imaginary

Sonny Assu is putting on an exhibition of their works that toy with the unsettling cultural expectations of Indigenous art while also messing with concepts of brand loyalty, consumerism, ready-mades and pop-culture.

Art Mûr • 5826 St. Hubert St. • 3 p.m. // FREE

Swap Club's Winter Mega Swap

Show up with a bag of clothes you wanna swap and then refill with clothes you picked out. All remaining clothes will be donated to a shelter.

Studio Caravane • 6262 St. Hubert St. • 1 p.m. // \$5 if you have a bag with items to swap, \$10 if you have an empty bag

WE 11

Women Talk About Self-Censorship

Three panelists will be discussing the impact that self-censorship has on women. Join them in their talk on what it is and how you can fight it.

Café Sfoof • 1250 Ontario St. E. • 7 p.m. // FREE

Weekly Open Jam at Pompette Vol. VI feat. Clérel

Pompette House band is back and now with weekly events rather than monthly! Wanna showcase some songs you've been working on or maybe just chill with cool people? Then this'll be something for you.

Pompette • 4128 St. Laurent Blvd. • 9 p.m. // FREE

SU 15

Deerhunter and Cindy Lee at Le National

Blue Skies Turn Black presents Deerhunter and Cindy Lee. Le National • 1220 Ste. Catherine St. E. • 9 p.m. // \$22 in advance, \$25 at the door

DJ Smoke Weed Guy & Drones Club & Intervention & Piith

The event title is pretty self-explanatory, right? Overall, sounds like a chill time.

Little Pink Fish • 1813 Ste. Catherine St. W. • 9 p.m. // FREE

TH 12

Abstract Women: An Art Showcase by Alexa-Milena Piqué

Art work that portrays the different body types of women, embracing the so-called imperfections, and meeting the artist herself.

Espace POP • 5587 Parc Ave. • 6 p.m. // FREE

Book launch at McGill: Blood of Extraction

Todd Gordon and Jeffrey R. Webber will be launching and discussing their new book all about Canadian Imperialism in Latin America. Check it out and learn more about it.

McGill Peterson Hall • 3460 McTavish St. • 2:30 p.m. // FREE

MO 16

Film Screening of Juste la fin du monde

Director Xavier Dolan's film *Juste la fin du monde* (2016) is being shown and all are welcome to check it out.

Phi Centre • 407 St. Pierre St. • 7:30 p.m. // \$9.50 for students and seniors, \$11.75 general

FR 13

The Future is Female

This will be a comedy show featuring stand-up comedians who all identify as women. A safe space for feminism, LGBTQ+ folks, and people who have zero tolerance for gross rape jokes.

Psychic City • 3655 St. Laurent Blvd. • 7:30 p.m. // \$12

Meet n' Greet with The Link

Interested in seeing the faces behind the paper? Wanting to explore how you could get involved with your school's coolest newspaper? Come say hey to us at our meet and greet!

Concordia Hall Building • 1455 de Maisonneuve Blvd. W. • 3 p.m. // FREE

TU 17

Film Screening of Angry Inuk

A documentary by Alethea Arnaquq-Baril about the seal hunting protests on Inuit communities in Canada and around the world and the impact that they have.

Phi Centre • 407 St. Pierre St. • 7:30 p.m. // \$9.50 for students and seniors, \$11.75 general

Society & The Environment: A Multidisciplinary Perspective

A discussion on the ecological crisis we're currently dealing with! Find out what's happening and how we can help.

Leacock 26 • 855 Sherbrooke St. W. • 6 p.m. // FREE

If you have an event you want featured, email: calendar@thelinknewspaper.ca

Hockey on the Rise

Stingers Teams Improving in First Half of Season

SAFIA AHMAD
@SAFS_ONTHEGO

Concordia's hockey teams have been quite underwhelming over the past decade. With losing records and early playoff exits—if they made the playoffs at all—neither team has been particularly inspiring.

However, in the past two years, both men's and women's teams have undergone an overhaul, from the coaching staff to the players, and the changes are starting to yield positive results. Here's a look at the teams now that they have passed the halfway mark of their seasons.

Men's Hockey

At this time last year, the Stingers boasted a losing record with seven wins and 11 losses in 17 games. By the end of the season, they placed seventh out of nine teams in the East Division of the Ontario University Athletics conference. Battling for a playoff spot for most of the year, they lost in the first round against their archrivals, the McGill Redmen.

Fast-forward to this year and head coach Marc-Andre Element's Stingers look like a brand new team. With 14 wins and five losses in 19 games, the Stingers are locked in a tight race for first-place in their division as they ride a five game winning streak.

Since returning from winter break, they have defeated the Royal Military College Paladins, the University of Toronto Varsity Blues and the Ryerson Rams, outscoring their opponents 16 to six in that span. They've extended their win-streak to five. At 28 points, Concordia is only two points behind McGill and have cracked the USports top ten teams.

"In my five years, it's the best beginning of year that I've ever had," said captain Olivier Hinse.

How did the team change so drastically in a short amount of time?

"I think it was the hard work we've put in the summer to recruit all these guys," said Element. "We did the really good recruiting and now the guys are playing and they are playing well right now."

Element, who is now in his first full year of coaching, recruited 14 new players this season and has instilled a new winning attitude in his team.

"It's a complete switch of mentality," said Hinse. "[Now], it's more about really succeeding every step of the way, [not only about] winning games. It's every practice, every time we're on the ice, he wants us to win every little battle."

The coach wanted to work on the team from the ground up—his main priority being goaltending and defense.

"I'm not gonna talk bad about the defense we had last year," said Element. "They did a great job. This year, we brought kids who played in junior major with a lot of junior major experience and those guys are doing really good."

The Stingers sport a young defensive corps with four first-year players, such as Matthieu Desautels and Anthony Gingras, along with two players returning from last year.

Right behind them is rookie goaltender Philippe Cadorette, who has started in 16 games. Having allowed an average of 2.60 goals per game, coupled with his .916 save percentage, the Stingers opponents have only scored 47 goals against them, placing them eighth out of 35 teams. They are on pace to allow 69 goals by the end of the season—a drastic change from the 112 goals let in by the end of last season.

The Stingers' offence has also been on fire since the beginning of the season. Newcomers Anthony De Luca and Philippe Sanche are first and third in scoring on the team respectively with 28 and 20 points.

However, offensive contributions have been coming from everyone. There are currently eight players with ten points and more. On average, the Stingers score 4.16 goal per game, making them second best in the entire league.

"It's so much easier this year," said Hinse. "From line one to four, anyone can score. I can't even say that we have a line one, line two, or line three!"

Both Element and Hinse want the team to finish in the top three of their division.

"I don't know how long [it's been] since Concordia was in the top three," said the coach. "That's our main goal. Then we'll set more goals for the playoffs."

The Stingers men's hockey team will be looking to extend its current five-game win streak this week when they pay visit to Waterloo and Laurier on Jan. 13 and Jan. 14 respectively.

"In my five years, it's the best beginning of year that I've ever had."

— men's hockey captain Olivier Hinse

PHOTO MATT GARIES

Stingers Players on Track to Personal Bests...

	DUBOIS # 10			HINSE #11			
	Goals	Assists	Points	Points	Assists	Goals	
2016-2017*	7	3	11	26	9	17	2016-2017*
2015-2016	6	5	10	35	18	17	2015-2016
				31	13	18	2014-2015

*Mid-Season

...and Stingers Rookies Best-in-League

#	Player	Team	GP	G	A	PTS
1	Jade Downie-Landry	McGill	10	7	3	10
2	Delaney Ross	Carleton	12	6	4	10
3	Audrey Belzile	Concordia	11	6	3	9
4	Stephanie Lalancette	Concordia	11	2	7	9
5	Annie Germain	Montreal	11	2	6	8



COURTESY BRIANNA THICKE



MATT GARIES

Women's Hockey

With several important veteran departures—most notably former captain Erica Porter—the Concordia Stingers women's hockey team is going through a transition period.

With four wins and seven losses into the season, head coach Julie Chu believes her team is picking up the pace going into the second half of the year, after winning two of three non-competition games in the Theresa Humes Tournament over the holidays. Concordia also won its first game of 2017, shutting out the Ottawa Gee-Gees 3-0.

"To keep a talented offensive team like Ottawa off the scoreboard is a great step for our game," said Chu. "We were really proud of the way our team had to compete."

Last year, the women's team sported a similar record with three wins and seven losses at this point in the season. While there is a slight improvement on paper, Chu is so far satisfied with her team's growth over the past few months but knows that the mental side of the game still needs improvement.

"That's been a little bit of why we haven't

seen the same success that we would have liked to as far as wins and losses go in the first half," she said. "Now that we can go out there and win these games. When you do that, I think that's when teams are able to get more opportunities."

Indeed, going through a three-game and four-game losing streak in the span of two months takes its toll. Most of the team's losses were against the McGill Martlets and the Université de Montréal Carabins, who both rank first and second respectively in the Réseau Sports Étudiant du Québec.

During those losing streaks, the Stingers let their opponents score a total of 25 goals, countering with only 11 goals.

It would be easy to blame goaltender Katherine Purchase, who has started in ten of the 11 games, for not stopping enough pucks. But at the end of the day, it is a team effort.

"This was not on the goalies themselves, it was on all six players on the ice," said Chu. "We were giving too many great opportunities in front of the net [...] which was putting our goaltenders in tough positions as well."

The team's losing record does not

reflect the Stingers overall outlook on their team. With leadership coming from many players, Chu believes that the team is in the midst of setting a solid foundation from which to work for the remainder of the season and beyond.

After Erica Porter's departure, fifth-year player Tracy-Ann Lavigne was given the captaincy at the beginning of the season and has assumed the new role effortlessly.

"Tracy was a unanimous decision by the team, to be the leader of this program," said Chu. "She's the one who absolutely embodies what we want."

Lavigne is joined by veterans Marie-Joëlle Allard, Carol-Ann Gagné and Valerie Wade as some of the team's leaders. While each player has something different to offer, the head coach believes that having diversity in leadership enables the Stingers to be a well-rounded team.

Much of the Stingers offensive contributions have come from their younger players, like second-year forward Claudia Dubois, who's scored seven goals and three assists. Coach Chu couldn't help but say good things about her.

"[Dubois is] one of our most consistent players since our first half of the season," said the coach. "She's a player that has an incredible presence on the ice. She has scored a bunch of goals for us, works all over the ice and has a really great presence."

Other forwards that have stepped up to the plate have been recruits Audrey Belzile, Stéphanie Lalancette, and Marie-Pascale Bernier. The first two are tied for second on the team with nine points. Meanwhile, Bernier has scored four goals but has impressed Chu with her style of play.

"She's kind of the quiet recruit that comes in and that's made a huge impact for our team. She's just a smart player," said Chu. "She's not a flashy player by any means but you give her the puck and she's going to put it away."

Going into the second part of the season, the Stingers are looking to find more success against McGill and UdeM, who they will face four more times before the end of the season. Gaining more confidence and believing that they can defeat them is the next step towards success for Chu's Stingers.

CALLOUT:

Submissions for a Special Issue on Race

The subject of **Race** makes people uncomfortable.
Mentioning “whiteness” only seems to exacerbate this.

The Link has a tradition of advocating for people and groups who are **marginalized, oppressed, voiceless or simply rendered invisible** because of the nature of their situation. There has long been a commitment to sharing stories that might not otherwise be told publicly.

Talking about issues that affect non-white communities falls into this mandate. While giving platforms to the underrepresented is always a priority, we are dedicating an entire special issue to Race and what this construct means to different people.

If you feel like your voice can elevate this conversation, help contribute to the issue, which is due out on Jan. 31. We accept a wide array of contributions such as written articles, photography, videos, graphics, illustrations, poetry, etc.

Contact:

Jonathan Caragay-Cook:
editor@thelinknewspaper.ca // 515-848-2424 ext. 7407
Alexander Perez:
sports@thelinknewspaper.ca

IF YOU'RE READING THIS
WE WANT TO MEET YOU

If you feel the same way, join us for a **meet and greet on Friday, Jan. 13 at 3 p.m. in Room H-649** (1455 De Maisonneuve W.). This is a good opportunity to get to know our editors if you're interested in contributing.

See you there, in our office in the Hall Building at 1455 De Maisonneuve Blvd. in **room H-649**.

Oh, and we'll have food!

Vipassana Meditation Is the Craziest Shit You'll Ever Do

OCEAN DEROUCHIE
@OSHIEPOSHIE

Misery is a complex thing. More often than not, we know when we are feeling shitty. Less frequently, however, do we know the root of our suffering. Our aversion to facing ourselves perpetuates an inner climate of denial and sadness.

Following a conversation I had with a complete stranger about anxiety and coping mechanisms, I found myself walking through the doors of the Quebec Vipassana Meditation Centre in Montebello looking to understand myself and to find some kind of closure to things that I hadn't yet resolved.

The typical Vipassana meditation course is drawn out over ten days. The practice is largely founded on the principle of accepting the present as it is. For the first three days, we practiced Anapana. Focusing solely on the triangular space around the nostrils and the cupid's bow, the soft bit of skin above the upper lip, I learned to hone my awareness to feel subtle sensations in that area. For me, it felt like tiny flecks of electricity dancing across my face.

On day four, we learned to begin scanning our bodies from the top of our heads to the tips of our toes slowly, carefully. Through this simple technique, it's believed that we can find inner peace and harmony.

The course is taught using recordings of the late S. N. Goenka, an Indian-Burmese practitioner of Vipassana Buddhism who spent the better part of his life teaching it. While course instructors are there to guide meditators personally, Goenka's audio recordings and 1991 video discourses form the centrepiece.

In a place where you have little to do except be with yourself, all of the things that you normally would run from catch up to you. Nevertheless, meditating in silence for ten days showed me that the solutions to my most complex worries were actually pretty simple. This doesn't mean it was easy.

Taking a Vipassana course is the most emotionally draining experience I've ever voluntarily put myself

through. The meditation teaches you to unlearn habits of reaction, develop calmness of the mind and to accept reality as it is—not what you wish it to be.

Voluntarily signing up for a prison of silence is one thing, but actually following through with it takes a lot of courage.

"In a weird way, it makes me think of a young man or woman who is getting ready to go to war. In the final days before, they have no real idea of what they've gotten themselves into," wrote my dad in one of his many emails to me during my ten-day absence. "It's going to battle with your demons."

We all struggle. I have been putting space between myself and my own struggle for a long time using one distraction or another. The nature of the meditation centre forced me to confront my traumas in an intensely intimate way.

When I got to the centre, I was running on amphetamines and two days without sleep, having just finished a to-do list that was longer than my list of fears. After signing a piece of paper where I agreed to stay at the centre for the entirety of the course, I promptly settled into my room and quickly fell into a much-needed and dreamless sleep.

After the first meditation session, we took a vow of silence. Goenka chanted in Pali—the sacred language of Theravada Buddhism—in a deep, grumbling voice. We shyly attempted to repeat his words. The delicate voices of sixty women gradually filled the meditation hall with a beautiful, harmonic sound until the chanting abruptly ended. We agreed not to speak, touch, or even look at each other for the next ten days. Twice a day, we ate in silence, the only sound the clinking of utensils against plates and bowls. A subtle smile from another meditator became a cherished yet outlawed interaction.

Vipassana is the most emotionally draining experience I've ever voluntarily put myself through.

Each day brought a different storm. According to Goenka's evening discourse, most people find that day two and six are the hardest. I

mean, on the second day I saw a woman run outside into the darkness and never return, but we don't need to talk about that.

On the third day, I found myself experimenting with meditation techniques I had learned in the past—something that the centre emphasizes you shouldn't do. Forty-five minutes into the midday session, I lost myself in what, at the time seemed like the be-all-end-all of spiritual experiences—but which now I can only describe as terrifying. I felt a powerful vibration go through my body, and a gross sensation took over and swept me up into a sea of disturbing, DMT-esque mental imagery that seemed to promise—but never to deliver—enlightenment. I tried to speak with the instructor, Rachel, about it.

"You are supposed to focus on this area, nothing else," she replied, circling her nose with her index finger. "You cannot bring your old practices here."

"It was so powerful though, I—"

"Don't argue with me," she said sternly, cutting me off mid-explanation. Feeling angry, uncertain and unsafe, I went back to my room and thought about what gave her that authority. I resented Rachel for not validating what I'd experienced.

"With one leg on the white horse, the other leg on the black horse, you're bound to fall through the middle," I'd hear later that evening on the Goenka recording. I then realized that you had to dedicate yourself to one technique to allow it to work the way it's supposed to.

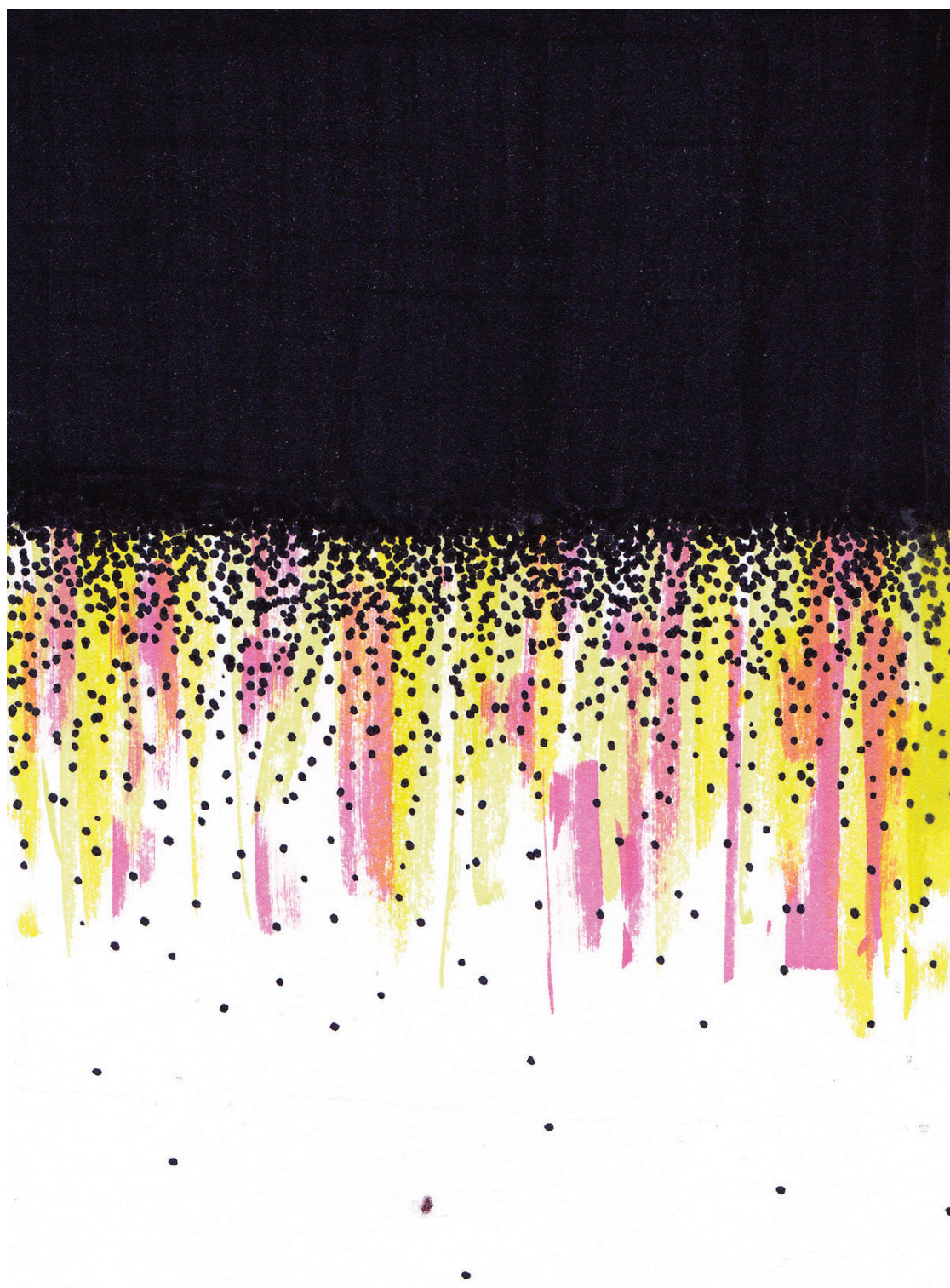
I cried constantly throughout the week. Over a bowl of dhal at lunchtime, I burst into tears as I suddenly thought about my mom's cooking. I wept in the meditation hall, muffling my sobs with my blanket, which I pulled over my head as terrible thoughts polluted my consciousness. I pictured my family dying, my loved ones committing horrible acts, and the world ending. I felt trapped by the unending and explosive chain of dark thoughts,

reactions and misery.

The concept of "Sankara," which loosely means "reaction," explained my feeling of eternal misery. I pictured Sankara as a collection of little rocks in my stomach—miseries that piled up over the years. Sankara is your "craving" and "aversion." It's the reason why we're all so sad, and apparently you can eradicate it through meditation.

I had to find an out from my Sankara, but I knew that there would be no relief in giving up. Leaving the course early would mean returning home with an open wound, so I decided that I would stay to try to close it.

As time went on, I found safety in the meditation and in the powerful beauty of a group of women silently confiding in each other. I grew fond of Rachel's simple responses to my complex worries. I found a dormant creative energy within myself that I had forgotten existed. Put simply, I went into the void and came out known.



ZOË GELFANT

Lack of Transparency

Addressing the Last BoG Meeting Confusion With Ways to Reform

JONATHAN CARAGAY-COOK
@HIIMBIRACIAL

On Wednesday, Dec. 14, the Concordia Board of Governors failed to pass and implement a new pay system for future international students in deregulated programs, which would have seen tuition increases upwards of nine per cent.

The vote count was 12 in favour, six against and three abstentions, said Norman Hébert Jr., the chair of the Board, in an interview following the meeting.

I had to ask this question because I had not seen the meeting myself. After a disruption by student-protesters that blockaded the usual room, the IT department scrapped the scheduled live-stream.

And since non-Board members—including students and press—have been barred from sitting inside the meetings for the past few years, I could not attend the meeting firsthand.

This lack of transparency is concerning and problematic. The chair should have made special circumstance to allow for student reporters to attend the meeting, or have postponed it altogether.

First off, credit is due for university spokesperson Chris Mota, who arranged a short interview between student media and President Alan Shepard and Hébert Jr. after the Board met. Being able to have some reaction to what happened was vital to the story.

But coming into an interview with little context is bad journalism. My goal is always to get specifics to what I already know and saw—if I know and saw little, I am playing catch up with whomever I talk to.

The Board of Governors is not mandated to ensure non-members can watch their deliberations over their very important decisions. No rule or bylaw was broken that evening in December.

Regardless—that they chose to proceed knowing no one could see was the wrong choice.

Because the motion to implement the new pay system failed, little has been said about the inaccessible meeting. Had it passed in secrecy, it's likely that student politicians would have mobilized around the lack of transparency.

"It's a shame that there could be no live stream," said Lucinda Marshall-Kiparissis, the Concordia Student Union General Coordina-

I recommend that the
Board of Governors
reevaluate its
policies.

tor who sits on the Board. "I think this was an issue that a lot of students wanted to see."

To get a sense of what happened, I also interviewed Marshall-Kiparissis post-meeting. Because of the disruptions, she explained that most of the Board members sat in one room, but others, including Shepard, were conferenced in. She also said that after the first count, one external-community governor, who abstained, suggested that they might switch to "yes" on a revote. All of this is an interesting yet unverifiable narrative because—again—I did not see what happened myself.

Shepard addressed the concerns around transparency in the post-meeting interview, explaining that many boardrooms in other Quebec universities are completely closed to non-members. At McGill, the university to which we often compare Concordia, the Board has a rule welcoming community members and visitors to observe meetings, space permitting. Like at Concordia, it's prohibited to record meetings, but at least journalists can take detailed notes.

As it stands now, the Board of Governors



NICO HOLZMANN

appears off-limits to the Concordia community, including the press. Live-stream or not, getting access to the individuals responsible for the making the big decisions at this school isn't always easy. I recommend that the Board of Governors

reevaluate its policies and adopt one similar to the one McGill employs. We need to have a system that encourages any student who wants to be more involved in the community, to be able to inform themselves from the very top.

Nahm'sayin?

Maybe It's Time to Reconsider How We Get Around

KELSEY LITWIN
@KELSEYLITWIN

When was the last time you saw a Razor scooter?

I mean, not by a playground or on some weird extreme sports competition on TV—but in use, on the street, by someone older than the age of twelve.

I remember chuckling when I saw men in suits kicking down the streets of Dublin on them, but maybe they were on to something.

Did they look hilariously out of place? Definitely. Yet there they were, zooming away, as I fast-walked across the crosswalk, trying to make it before the onslaught of oncoming scooter traffic knocked me off of my feet.

For those of us who are not graced with the coordination or balance needed



JENN AEDY

to cruise on a longboard or skateboard, scooters can be a more comforting alternative. They're incredibly portable—fold it up and no one on the metro will know that you're carrying a children's toy—it's faster than walking, and that little handle bar gives a little extra kick of stability.

Yes, they look ridiculous. But so do a lot of things that we do. Skateboards? A plank of wood on wheels. Segues? Hoverboards? They are mocked, but we still see them out with more prominence than kick scooters. At least the latter encourages even an ounce of physical activity. Maybe if we just start seeing them in droves, we'll forget how silly they seem.

Also, racing on scooters was so much fun. Let's bring it back.

Across

- 1 Found in galleries
- 4 Mongolian homes
- 9 Cringey slang
- 12 Away from wind, or Bruce
- 13 Loss of self, says Jung
- 14 Desert water
- 16 An accent and a channel
- 17 Precedes denial
- 19 Sings bye to the yellow brick road
- 20 Several bowls of porridge
- 22 Common preposition
- 23 Tennessee, in short
- 24 Midcentury chair master
- 25 King of Troy
- 28 Jazzy reggae
- 30 A knife but for trees
- 31 Feeling blue
- 33 My dog/car/kid, have you?
- 35 25 Down in French, a code
- 36 Pirate Santa says
- 38 The letter ash
- 39 Beginner, slangily
- 41 Puts in place
- 44 French current
- 45 Requirements to pass 3 down
- 46 We the French people
- 47 Pirate affirmation
- 49 Big Australian bird
- 50 Ways
- 51 Goodbye Italy
- 54 Like a, but before a vowel
- 56 You, the French person
- 57 Happening in the back of class
- 61 Hand out a royal law

A Puzzle Of Words

1	2	3		4	5	6	7	8		9	10		11
12				13									
14				15			16			17		18	
19							20			21			
				22			23			24			
25	26	27				28		29		30			
31					32		33						34
35				36		37						38	
	39		40				41		42	43			
44						45							
46					47	48			49				
50						51		52	53		54	55	
	56			57	58					59	60		
61													

Down

- 1 Houseplant for burns
- 2 Hold it in your hand
- 3 Academically, part of 45 across
- 4 Indecisive thought process
- 5 Uganda's internet domain
- 6 The workers of tomorrow
- 7 Toronto's dominion
- 8 Kind of like a cult?
- 9 The moment of car ownership
- 10 "It's, like, sick, dude"
- 11 Snake sound
- 15 Teeny tiny amounts
- 18 A whole bunch
- 21 Who it's all about
- 25 35 across in English, a code
- 26 We wear these to stay dry
- 27 Rash adjective
- 29 Covered in fire dust
- 32 Fancy lace napkin
- 34 The lake where the monster lives
- 37 Male 2nd person pronoun
- 38 Person who plays hookie
- 40 Kiddie version of coward
- 42 Fear, wonder, and respect
- 43 Mountain Equipment Co-op, mixed
- 44 Formic insect
- 45 _____, sir Lancelot
- 48 Opposite of base
- 52 Expensive denim brand, or a tank
- 53 Above, as in the old times
- 55 Not part of the government
- 57 46 across in English
- 58 Short laugh
- 59 Another prefix
- 60 In other words

Hey, does an article in *The Link* make you react in 400 words or less?

Well, write a letter, make sure it meets our guidelines (found on the last page), and we'll publish it online or in print next issue.

Workshops

NASH Learning Workshops NASH Learning Workshops

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Learning Workshops NASH Workshops NASH Learning Workshops NASH Learning Workshops

They went. They saw. They Learned.

And now they're back, armed with all the knowledge they picked up from media professionals at the Canadian University Press National Conference.

Come join our masthead and staff members as they share their newfound journalistic wisdom in the annual NASH workshop. They'll be covering topics ranging from social media to online content to investigative reporting, and beyond.

Be there at **3 p.m.** on **Friday, Jan. 20** in our Hall Building office, **Room H-649**.

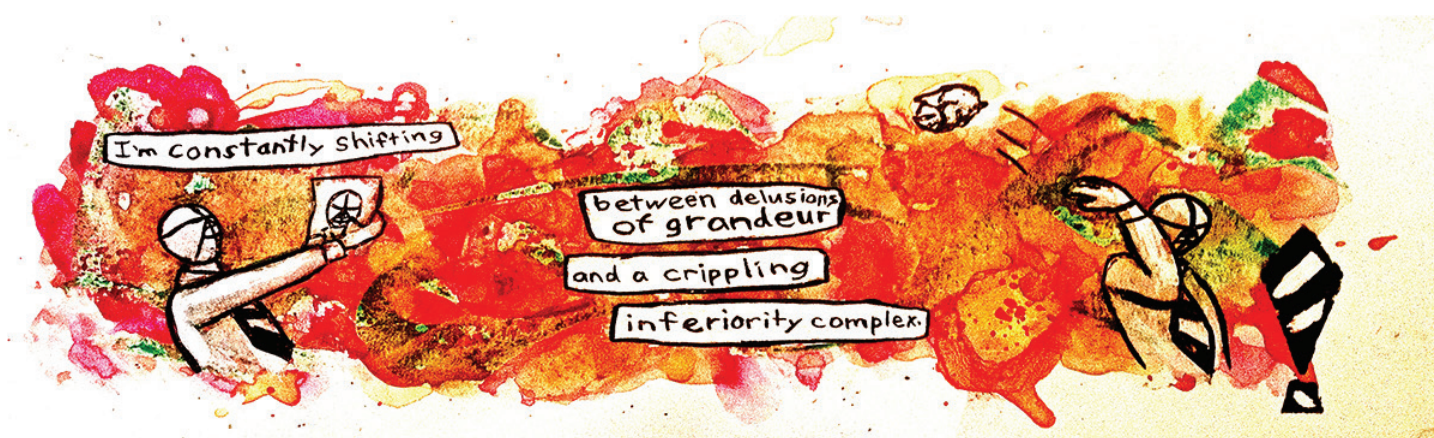
Crap Comics by Moragh Rahn-Campbell @madd.egg



SQUIDGEE
by Keenan Poloncsak



The Epic Adventures of Every Man by Every Man



Caity Comics by
Caity Hall @caityhallart



Facial Recognition by Bronson Smillie @bronsosaurus



Hastily Put Together by Theo Radomski @flannelogue





EDITORIAL

Austerity's Not for the Admin

Concordia has a bit of a history when it comes to throwing money at outgoing administrators.

Back in 2012, the Quebec Ministry of Education actually fined the university \$2 million for giving excessive settlement packages to senior administrators—including former president of the Board of Governors Judith Woodsworth, who was given a \$700,000 package after leaving mid-way through her term.

In February 2016, then-Chief Financial Officer Sonia Trudel was given a \$235,000 severance package after serving only three months of her mandate.

According to recently released audits from the previous year, Concordia has paid an additional \$1.1 million to outgoing administrators—classified under payments of “administrative leave.” This program specifies that when an administrator leaves their position—either having finished their final mandate or not being renewed for a new mandate—the administrator will automatically be given the equivalent of an average year’s salary.

While this may appear somewhat less scandalous than the university giving gener-

ous packages to administrators who have not even completed their mandates, it still raises significant questions. And like any serious issue, context is key.

Since the 2012-2013 school year, Concordia has suffered a series of major budget cuts under various governments’ austerity regimes. Between then and the beginning of the 2015-2016 year, the university has had a total of \$36.6 million cut from its budget.

This has, obviously, had a negative effect on students at the university. The cuts have forced the university to cut seven per cent of the university’s courses. Class sizes have increased, and teaching assistants have taken a more prominent role in the classroom.

In response to budget cuts, the university also instituted a “voluntary departure program,” where they paid staff members to leave their jobs and then abolished the positions. A total of 65 positions were abolished as part of this program. At least 40 teaching positions have been intentionally left vacant in order to cut down on costs.

As another way of making up for this budget shortfall, the university attempted to increase

the tuition for international undergraduate students in the deregulated programs of engineering, computer science, mathematics and pure sciences. The plan ultimately failed late last semester, when students mobilized against the Board of Governors.

Noticeably absent from this list of actions that Concordia has taken in response to budget cuts is any measure that affects the payroll of the senior administration. As the ones who determine implementation of budgets—and budget cuts—Concordia’s administrators have shown themselves willing to push costs onto students and faculty instead of dipping into their own members’ salaries.

It’s no small wonder, then, that the administration has been hesitant to seriously denounce budget cuts in higher education. As long as the cost of budget cuts can be pushed off onto students, rather than within the already inflated admin pay, we can’t expect Concordia’s administrators to effectively challenge provincial austerity. If admins had to shoulder some of the burden of austerity themselves, maybe they would be more likely to denounce it.

The administration uses policy to justify the packages. They say that they’re granted automatically, and not as a conscious choice by the administration. However, this same administration has shown itself willing to change its policies to adapt to austerity in other circumstances—specifically when those changes affect students. Why should admin pay be treated as something sacred?

We at *The Link* believe that, at the very least, the administration should be re-thinking their pay structure and considering a significant drop in admin salary. Budget cuts from the provincial government should be implemented equitably, rather than being shouldered by the least powerful blocs at the university.

Beyond that, we also believe that the administration should be mounting a public and visible campaign in favor of large-scale public reinvestment in higher education—a reversal of the past years’ austerity. If that were to be successful, then maybe they would have earned those administrative leave packages.

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