

Arts Undergraduate Society Frosh Report 2019

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

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Introduction

Freshman Orientation week provides incoming students with an opportunity to meet other students within the McGill community. A substantial part of this experience is Frosh, an entirely student-run series of events organized by various faculties and university clubs or groups. Incoming students have the option to participate in their respective faculty's Frosh or any non-faculty Frosh. Prior to the events of Frosh, incoming students are placed into groups led by upper year student "Leaders" tasked with guiding them through a week of varying events and activities. These events are planned by a group of "Coordinators" and staffed by "O-Staff".

The theme for this year's Arts Frosh was "Friends Frosh". This is the second official Frosh Report prepared by the Arts Equity Commissioners, who attended the events, intended for consultation by past and future Arts Frosh Coordinators. It is our wish that this report provides helpful insight into the successes and shortcomings of Arts Frosh in order to ensure a positive growth and development of this popular introductory experience to McGill University. This report will be presented to the council and made available to the public.

Preface

The morning of Frosh, all three Equity Commissioners received Frosh shirts and bracelets from the VP social. The VP social then quickly went over the locations of Frosh. It was apparent that the VP was not prepared for the participation by the Equity Commissioners and thus lacked information on the process of observing various events, including how commissioners were to get into events and how they were to be identified.

The commissioners were informed that they were not allowed on the boat cruise due to limited capacity, but that they could look from afar. At this time there were no details of the event shared, such as the presence of Msert/first aid, chill zones, benches for seating etc, which would be extremely relevant to know since the commissioners were not allowed to survey themselves. Moreover, in another instance, one commissioner with another job was told that this was a conflict that would inhibit harm reduction, and was told to refrain from Beach Day.

A Frosh schedule was given to all Frosh participants in a pamphlet. The legend provided cues for certain accessibility factors such as bright lights, chill zone etc, food availability. However, these important descriptions and information were only available in the event descriptions, not on the schedule itself. Most events lacked several of these key resources in reality, while others were difficult to locate. Furthermore, the Equity Commissioners did not receive their own copy of these schedules, which made it difficult for them to navigate locations

and venue entrances throughout frosh. It was up to the Commissioners to seek out the locations of Frosh events and clarification.

Frosh Week Events 2019

A detailed description and evaluation of the events

A: Group Formation - August 29, 2019 at the reservoir

Overall, a smooth start. Student's approached the event from all directions, managing to organize themselves into lines despite the lack of signage. Subsequently, O-Staff (red t-shirts) guided students, dividing them into groups of approx. 30 led by 4-5 Frosh Leaders. Commissioner saw two security guards at this event. Concerning the venue, there were some limits to the available resources. Washrooms were present, but appeared locked. There were no water stations. Concerning representation, commissioner observed a majority of white Frosh Leaders and a general lack of POC. Often, leader groups were entirely white. Additionally, pronouns and land acknowledgements were not made and encouraged by all Frosh Leaders.

B: Bar Crawl - August 29th, 2019 (divided into East and West)

East-Side Bar Crawl

La P'tite Grenouille - The venue was spacious. Students crowded around the tables to play drinking games. Drinks were primarily alcoholic; cups of beer were handed out in offer to students, while the option for water was off to the side. There was limited seating and a lack of visible signage for the restrooms. Security was present at the door and students were carded.

Alto - The venue was very crowded and a bit noisy. Students were only allowed on the terrace. This stop included a visible water station, and MSERT (Mcgill Student Emergency Response) was present. There was a beer table. Small portions of poutine were served, with an alternative option for vegan and gluten-free pasta. There was also an available Halal option. The venue featured no seating and no restroom signage. The coordinator at this station was friendly.

Chef On Call - This stop served chicken nuggets, jumbo hot dogs and vegetarian burgers with a variety of sauces. Lots of water was available, as well as gendered restrooms and seating. Unfortunately, the food was not labelled and there was some confusion over this when commissioner asked for a vegetarian option and whether vegan options were available. As a vegan option, this stop ended up providing a salad. The venue staff and owner were friendly.

Bar des Pins - This stop had available seating and a water pitcher, which students were made well aware of. Gendered restrooms were located in the back. The rules of flip cup, the stop's main event, were explained. The game involved a lot of yelling and chanting throughout. A present Frosh Leader noted that the already set-up cup of beer could be exchanged for a cup of water if the students wished. This station's O-Staff were all white women, the bartender was a POC.

Muzique - This stop had available seating and MSERT was present. The O-Staff were all white males who exclusively handed out shots. There was no locatable water station. The lighting at this stop was dim, making the staircases rather hazardous. There was no signage for restrooms and, given the large nature of this venue, students wandered to find it. The stop involved very loud music, yelling, and flashing lights from a disco ball. Students played a game in which people were to crawl through the legs of others in a race style. Students were told to "open their legs" without considering the physical limitations of crawling and movement. There was immense cheering when three white women got on top of a podium and danced, which was a bit objectifying. Overall, this stop was very inaccessible due to the staircase. No one was present at the stop's entrance and signage was not visible. Students had to inquire about this stop.

Café Campus - The entrance features a large staircase, however an elevator is present for accessibility needs. Seating was available and each table had one water pitcher, while two were present at the bar. Three Red Frogs representatives were present at this location, handing out water and granola bars. The commissioner spoke to Red Frogs, who kindly explained their role. The microphone and music were very loud at this stop and there was lots of cheering during the drinking game. Beer was served at a table, with some spilling on the floor. The restrooms were gendered, there was no chill space, and students were highly encouraged to play drinking games. There was one POC O-Staff. Security was located at the door.

Overall impression - The Equity Commissioner noticed that, while there was an acknowledgement of different dietary restrictions, some of the venues were not sufficiently accessible. Restrooms remained gendered and there was no signage indicating their locations. The prominence of white leaders and O-Staff was very prevalent. Furthermore, there was a lack of gluten-free (alcoholic) drink options and non-drinking game related activities. Between walks to the different stations, a few groups of students were observed to have open drinks on the streets of Milton Park. Otherwise, this was a fairly smooth events and all the staff seemed helpful. For the most part, groups were able to remain on schedule.

West-Side Bar Crawl

Peel Pub - This stop was incredibly short. It was accessible only via a steep and narrow staircase. Otherwise, the venue was spacious. This stop seemed slightly uneventful and froshies

were left to their own interactions. Drinks (beer) were handed out. Water was located in pre-poured cups on a table by the door. The O-Staff was friendly and approachable. Gendered restrooms were accessible up the first flight of stairs.

McKibbin's - The venue had a responsible bouncer stationed at the stop's entrance who directed froshies and leaders so as to avoid sidewalk chaos. Again, steep stairs were located directly at the entrance. The music inside was very loud and there were brightly flashing lights. This stop featured organized and well-explained games, in which drinking was avoidable. Froshies did appear slightly pushed to play games at this stop. The seating area was located away from the crowd, making for a good chill-zone. Gluten-free drink options were available. The stop itself was well-staffed. The commissioner overheard O-Staff planning ahead for the next group. Water was located at the entrance. Gendered restrooms were available.

Mad Hatter - Upon arrival, the staff at the door managed the crowd to keep the sidewalks clear. Alcoholic drinks and water were poured and ready throughout the venue. This stop featured games, but many students gravitated towards the seating area, which was spacious. MSERT was present at this stop. Restrooms were available.

Domino's - While this stop was scheduled as being 10 minutes, the commissioner observed groups to be there for up to 30 minutes due to having too much time between stops. There was sufficient space outside to sit and eat, although table seating was limited. Many groups sat on the ground. It appeared to be a good space for groups to interact, talk, and get to know each other (other stops were not so good for this). A gluten-free pizza option was available, however there was no vegan option. This stop had a gender-neutral restroom. The staff inside had an efficient system for handing out food. Unfortunately, the commissioner was unable to find water at this stop.

Brutopia - Again, the venue was only accessible by staircase. Red Frogs were located directly inside and explained their role to both the commissioner and froshies. They offered water, granola bars, and candy. This stop started the chant "water is sexy" and the all-female O-Staff was very proactive about checking in on froshies and encouraging them to drink water before handing out alcoholic drinks. A gluten-free drink option was available. A game was played at this stop. Restrooms were available.

Dirty Dogs - An O-Staff and Coordinator were located at the door to manage the flow of people. Both were very friendly, checking in with commissioner to hear their thoughts. MSERT was present at this stop. O-Staff was very efficient in handing out food. A vegetarian option was offered. This seemed a good stop where groups could regroup and talk. Restrooms and water were available.

Overall impression - This event was a lot better managed than the commissioner remembers from their own personal experience. Most stops had seating. Most stops' staff seemed to prioritize water. Froshies appeared in good spirits. Commissioner spoke to a lot of groups and, overall, the feedback was very good. This event had the potential to be very messy, especially given that most of-age students were drinking, but it appeared to run smoothly. Unfortunately, most stops were accessible only by staircase.

Bar Crawl Recommendations

In terms of accessibility, this event could be difficult for some students, given the long walking distances and steep staircases at the entrance of many stops. There should be greater care taken to appropriately label and identify gender-neutral restrooms. Generally, there appeared little attention to bracelet colour, making alcohol accessible to underage students. While the staff did a good job for the most part, there did seem to be a gender imbalance at most stops, resulting in either all female or all male O-Staff groups. Commissioner at the East Crawl observed a predominance of white staffers, while the commissioner at the West Crawl found the staff to be representative of McGill's diverse student body. Additional care should be taken to make representation a priority throughout all stops and events. It should also be noted that the commissioner observed some leaders encouraging their froshies to jaywalk between stops. It is suggested that jaywalking be discussed upfront and condemned, as there were many police officers in the area. An Access Ally with visible identification was spotted at the West Crawl, however, many froshies seemed unaware of their role. Finally, this event used a lot of plastic which was unfortunate because many froshies carried their reusable mugs between stops.

C: All-Faculty Concert - August 29th, 2019 (two locations)

New City Gas (18+ event)

Entering the venue - The line was out of control because the crowd was too riled up. Froshies, encouraged by leaders, were jumping over barriers as entire groups. The staff was doing what they could to manage the crowd but, given the layout of the line, were unable to access most students and communicate effectively. Had the line gotten completely out of control with people pushing into each other, which it absolutely had the potential to, it could have become a very dangerous situation. Stairs were located at the entrance. This being an 18+ event, the entry was well-monitored. Government ID was necessary to access the event. Security and bouncers were present. In regards to getting to the venue, most groups appeared to have walked (approx. 45 minutes).

Inside the venue - Red Frogs and MSERT present and easily locatable at the event. Red Frogs had a great station where they were handing out water and snacks. Throughout the night, commissioner saw coordinators walking through the crowd offering water to students. O-Staff were regularly checking in on students (checked in on commissioner twice). Gendered restrooms were accessible down a flight of stairs. The chill zone was very large with sufficient seating, however, it was not particularly “chill”, as it was just a space to the back of the main dance hall. Lights were just as bright and the music just as loud in this space. Also, it was impossible to leave the venue and reenter. Even though the club had an outdoor space, Frosh was unable to access it. Certain areas with seating closed around 1 am and the chill zone was more difficult to access at that point. The space got incredibly hot and stuffy throughout the night. The music was very loud and the lights very bright, although this was to be expected. Drinks were available for purchase at the bar. Commissioner spoke with some students and overall everyone seemed to be enjoying the event.

Leaving the venue - Upon leaving, the commissioner was asked immediately by the staff how they were getting home / if they needed any help in doing so. Walksafe was stationed at exit. Despite all the help, the commissioner still saw some froshies wandering around a little aimlessly. They also saw staff walking around the area talking to these students, making sure they knew how to get home. This part of the event was very well-managed.

New City Gas Recommendations

The entering processes for this event needs a much greater level of crowd control in order to guarantee the participants’ safety. We highly recommend a better system for observing Leaders in this situation, as many of them were encouraging rowdy behaviour. Moreover, an outdoor seating space or any quieter area should have been accessible to any students wishing for a break without having to permanently leave the event. Closer venues may want to be considered, or even transportation to and from this venue, although commissioners understand the limitations to this.

L’Olympia

The all-ages night event was located at Olympia nightclub, which is over a 30 minute walk from most residences. There seemed to be no frosh groups using public transit. Walking long distances, although it reduces costs, is inaccessible for some people. At the start of the night there was a long line outside the club, and the staff struggled to keep the groups on the sidewalk and in an organized line. Sherbrooke, being closed for a pedestrian walkway, acted as an outdoor chill area space for many people. You were, providing you had a stamp, allowed to come in and out of the club as you pleased. The event itself had bathrooms only located on the second floor, again proving to be largely inaccessible. However, there were ramps located on the right side of

the venue that allowed access to the front of the stage with no stairs. This is a huge plus. Red Frogs were the only easy way to get water, as the only place water was advertised was for a fee in the old snack bar that was not in use. There was also no food available for purchase in the venue, as this snack bar was closed. Upstairs there were cushioned seats that I believe acted as a chill zone, however it would be very useful to sign this area or make its existence more well known. The event was not too busy and ended very early in the night. By 12:30 the venue was filled almost entirely with staff.

Olympia Recommendations

We recommend a venue with accessible restrooms (or at least an elevator), more available water, and labeled chill zones.

D: The Boat Cruise - August 30th, 2019 (Old Port)

Champ de Mars - There was no signage for where the location and the boarding of the boat was. Gendered washrooms clearly visible, water vending machine available upon payment. Students could not drink on the boat, so some students drank in line in the public space. A little bit of crowd clumps that's blocked the rest of the sidewalk, orientation staff did a good job at keeping people in a double file line. Overall mood seemed light among the students and there were benches for students to sit.

The equity commissioner observed that a few students were smoking and vaping in line. Additionally some playing music loudly on their speakers, and some of the white male frosh leaders were chanting loudly in line, and encouraging others to follow suit. Additionally some white male leader promoted their fraternity by the symbols on their shirt. O staff let a group cut in front of everyone else, these were two tall white men saying the rest should move back, with no explanation, and a rather intimidating presence. Would of liked to see some consistency on the role of orientation staff, in the overseeing of responsibilities like line control, drinking. Equity commissioner overheard remarks from two male orientation staff commenting on how some of the girls were acting, which seemed to be not the right time or space to be making remarks about.

There was a challenge in getting the public to stop taking pictures of the students, as the students were getting on the boat, and of the venue. A few of the coordinators had to tell people to stop taking photos since there was underaged students feaured. This situation was dealt with quite well by the coordinators who were proactive to preventing, and explaining why no photos are allowed.

The boat

Music on boat is quite loud, and upon students getting on the boat, it became quite crowded and full. The boat venue was full of stairs, but there is a ramp to first get on, equity commissioner spoke to Inclusion and equity coordinator and they explained boat had a lift inside, with wheelchair accessible gendered bathrooms. There was no seating featured on the lower main deck, and also a small bar off to the side, where students were served, but only if they had the correct bracelet on. Red frog and Msert on boat, Red frog in black are mobile. The equity commissioner observed water readily available. The coordinator stated that there was a Chill zone with air conditioning, and orientation staff to guide students. Yet, there was no signage was available to explain where and which sections were which. There was security on the boat as well. The environment is still very claustrophobic and hits the capacity of 750, chill zone appears to be spacious. Tickets for boat are first come first serve, seemed to be just the boat option, and no alternative activities on land.

Recommendations: While the Champ des Mars and boat cruise seemed to flow well, it lacked signage outside the boat, and in the boat. Also alternative activities to the boat in the area were not established, rather the activity was waiting in line, but labelled as the 'Plage' activity on the schedule. Equity commissioner also noticed the positions of power held in leadership positions of the majority white male orientation staff on duty and the Frosh leaders. Recognizing this dynamic, and also maintaining consistency in the line control, music and cheering, smoking, and drinking is important. Also not encouraging line cutting.

E: Night Event at Theatre Rialto - August 30th, 2019

Theatre Rialto was also located a very long way from most McGill residences and the McGill "ghetto" were most of the pre's were being held. The walk was around 40 minutes and many were walking home alone. Many froshees, because of this distance, were only given an expensive uber option by their leaders or not even consulted. Again this venue featured only bathrooms upstairs. Red frogs again offered the only clearly available water. It came to my attention this evening that many people were not able to tell apart Froshees and Frosh leaders. In the dark night and inside dark venues the shirts both appear to be the same colour. This caused many people to share that they suspected an incident occurred but could not be sure whether they were different groups. This is unacceptable. It should be, to the best of our abilities, to ensure that harm prevention and reduction is our priority. By making these shirts too similar, it is all too easy to fail to notice or to doubt incidences of abuses of power.

Recommendation: Water availability, transportation alternatives, clearly opposite shirts for different groups

F: Beach Day - August 31st, 2019 (Jeanne-Mance Park / Beachclub)

Beach day started off in Jean-Mance park, which is located very close to a majority of frosh participants. There was food and water available in the park. However, there were no bathrooms located on the direct premises, instead the closest bathrooms were the arena (which was opened for this use) and the fitness center (required McGill ID). This led to significant amount of public urination. The ticket line inquired about dietary restrictions and gave people with them a corresponding bracelet. The ticket line and bus schedule took longer than planned, but this happens every year. Several chants were being yelled by froshes and staff alike. The "McGill" cheer, which has largely been prohibited, was yelled several times at the park and also on the buses there. Upon arrival at BeachClub, everyone was forced to go into a male or female line. This was meant to increase comfort as people were getting patted down during security, but by forcing people into binary categories upon arrival it created the opposite effect. Beachday had multiple food options available for purchase and free sandwiches were available for all participants. There were a significant amount of available washrooms, both gender neutral and a large indoor washroom for males and females. Most of the venue acted as a chill area providing people the ability to spend their beach day however they please. There was not , however, a lot of shade available. Given how it was a relatively hot day, most people were not wearing their frosh shirts. While a lot of people had "leader" or "staff" displayed somehow, it was not everyone. In addition, most froshes did not have anything displayed. This could be potentially problematic, and should largely be avoided. In addition, the label "fit", which came from management, eventually extended to other faculties. This is also problematic, as it created a space to judge others on their bodies and perceived "fitness". However, we understand that restricting what participants write on themselves is extremely difficult during an event. Perhaps the only solution would be to remind staff before hand of the potential consequences that could come from, or lack of, certain labels. The buses that took people home were very regulated and got everyone close to home in good time.

G: Movie night - August 31st, 2019 (Forbes Field)

Equity commissioner noticed there was no signage for washrooms, nor directional signs. No water or food station, most students had to bring their own items, and some students also had brought alcoholic drinks, uncovered to the field. The equity commissioner observed that there was a garbage and recycling boxes available for students. Large screen at the front of the field. Overall though the mood is relaxed. One security guard present, faculty coordinators visible in one large clump, but not spaced out at the entrances to guide groups to the area.

Pizza provided and there were options for pepperoni, cheese, gluten free, and veggie. No vegan options were available. Equity commissioner asked a few coordinators what options there were for washrooms and there was confusion as to where to use them and which spaces would be available. Afterwards it appeared that a representative of Frosh was waiting outside of McConnell to let students use the washroom. Overall the event lacked signage and clarity among the different coordinators. An announcement was made by one of the coordinators but was

difficult to hear, and lacked important accessibility information such as washroom location, type of pizza offered, garbage disposal. A lot of stairs at the venue and challenges of getting to the venue via a hill. Area around was well lit. Equity commissioner talked to a student who remarked that they did not know what movie was being played. Many students were unsure of the movie that was chosen. The movie ended up being “Just Go With It” which primarily focuses on white actors and actresses, and comedic sexual references and gender stereotypes. Significantly lacked POC characters. Recommendations are for signage, alternative movie choices featuring more POC characters and alternative plot lines.

H: Mountain Breakfast - September 1st, 2019 (Jeanne-Mance Park)

Seating available on ground or on the picnic tables. Available shaded areas. Equity commissioner asked coordinators about washroom location and food available. Washrooms were not available on site, closest place was a McGill Residence, which was not affiliated with frosh. While there was no food signage, coordinator told equity commissioner that there was breakfast pizza meat, veggie options, and breakfast sandwiches available also. Coordinator told equity commissioner vegan and gluten free options had run out. No refreshments or water was available unfortunately. Most students brought their own water bottle. Garbage bag was available for use. Passive programming, mood seem relaxed and refreshed.

I: Montreal Forum - September 1st, 2019 (Arcade)

Since at Atwater station- were students given stm passes? Escalators and elevators were available upon entry. Equity commissioner observed that there was signage at the entrance of the forum arcade. Good security and ID at the door, students also had to throw out water bottles and cups. Toilet sign clearly visible, with gendered washrooms. Water pitchers also available. Serving beer in clear plastic cups. Lights are flashing a from individual games/ booths. Music at venue is a little loud, can hear people if they speak loudly enough. Stairs inside the venue of the arcade to get to the second floor. Billiard/ pool tables, arcade type games can be a lot for people with sensory perception. Seating available and security around as well, which were circulating. Orientation staff circulating the premise too. Most bars are staffed. Equity commissioner searched for Msert, and inquired; they were short staffed, and prioritized Piknic as coordinator put it. Chill zone space was on the second floor after flight of stairs, and near the billiard space, unfortunately no signage, had to ask coordinator. Overall a relaxed feel to it.

J: Piknic Électronik - September 1st, 2019 (Plaine des Jeux)

Getting to the venue - Since this was a public event as well as a Frosh event, it had less of a Frosh feel to it. Froshes and leaders seemed to be doing their own thing so not a lot of groups

seemed to stick together for this event. The commissioner joined a Frosh group to travel (metro) to the venue with and, overall, this process was well-managed and efficient. The tickets were handed out quickly and directions given by O-Staff at McGill metro station. The commissioner did hear from staff that there had been a miscommunication about which metro stations to go to.

Inside the venue - The venue was very large. There were two stages, and food truck area and tons of chill space. Games were available to play (volleyball) and there was a large park to walk in. Very relaxing and recreational space. All food and beverage was for purchase. Overall, students seemed to be enjoying themselves and were engaged in a number of difficult activities. Many students were not drinking. Although this event was open to the public, it seemed like a good space where Frosh participants could interact and hang out without necessarily drinking. Water was difficult to find and, once found, expensive! There was a water fountain, however, the commissioner had to search for it. Multiple people were overheard complaining about the lack of access to water. First aid was present and restrooms were accessible.

Piknic Recommendations

Since students were going as part of Frosh, they probably did not think to plan ahead. Therefore water should have been more readily available or students should have been told to bring empty water bottles or be ready to pay. Further, the commissioner is unsure whether froshies struggled getting home since the chances were high that they were separated from their leaders at some point. Most groups informed the commissioner that they planned to regroup back in the downtown area before the night event.

K: Closing Night at L'Olympia - September 1st, 2019

Entering the venue - The line to get in was simple and well managed, although commissioner did arrive on the earlier side. Entry seemed to run smoothly throughout the night. Security, staff, and coordinators were seen stationed throughout the venue. Participants were subject to gendered security checks upon entry to the club. One Leader later told the commissioner that she was asked "if she was a girl or a guy" upon entry. When she said she was a girl, she was asked "are you sure". This is not ideal, and definitely avoidable for the future.

Inside the venue - Around 10 pm, the venue was still quite empty. Students began to arrive around 11-12, noticeably drunk. The venue itself was spacious. There were stairs to access gendered restrooms and seating, making these spaces quite inaccessible. Drinks were available to purchase at the bar. The dance floor had shallow steps (although they were marked with a white tape to alert people of the hazard) which could be dangerous if the space got too crowded, which it did at a certain point. Moshpitting became an encouraged activity of the night. The commissioner overheard that there had been some problems controlling the moshpitting situation.

One Leader expressed concern to the commissioner about how out-of-control a certain moshpit had gotten and that they had been unable to find one of their froshies, who had wished to leave, within it. As it was the last day of Frosh, many participants were no longer wearing their appropriate shirts. Again this makes harm prevention and reduction more difficult as you cannot be sure who is a froshee and who is staff.

Chill zone (by which I mean an area where one can sit that is actually “chill” and quiet) was only found in the MSERT section, which can only be accessed by someone requiring actual help. One Leader got a migraine and MSERT didn’t have advil and did not permit them to enter the space. Red Frogs were stationed at the entrance with water. The entrance itself got very crowded and confusing as more people started arriving at the venue.

Equity Commissioners, by the last day, were still explaining who they were and what their role at Frosh was. We recommend that Arts Frosh comes up with a way to clearly differentiate commissioners so that they are not asked to do “line control” or what “shift they have” or have to justify their presence at these events.

Leaving the venue - There was no assistance offered in terms of getting home. The commissioner spoke to leaders who said they had to uber their froshies home using their own money because students were unsure and/or uncomfortable with getting home. Compared to the experience at New City Gas, this was not ideal and clearly could have been done differently.

L'Olympia Recommendations:

Give commissioners and orientation staff more adequate time to go over the logistics of the role of the equity commissioners and more in advance of the start of Frosh.

There were several serious concerns with the Frosh shirt colours. The leader’s shirts were a very light shade of pink while the froshies shirts remained white. These colours barely contrasted and looked very similar in the dark. This made it increasingly difficult to ensure the safety of all participants. Given Frosh’s mandate for harm reduction, this large oversight completely counters this process.

Accessibility of the events. Stair access and also gender neutral bathrooms. All the events are very far away with no available transportation. Only one of the events had a visible ramp and even that venue did not have accessible access to bathrooms.

2018 Frosh Report:

The 2018 report had serious problems with the Boat Cruise event. The report details a lack of water, signage and overall disorganization. It mentions that the boat delays cause froshies to wait considerable lengths of time, anxiety over missing the boat, and often have to find their own way home in order to get ready for the next event. In addition, the report mentions that two

Equity Commissioners attended the boat cruise boarding and wanted to see the boat before it departed to assess it. They were stopped by VP social who outlined that these commissioners were not able to get on the boat even before the event takes place. The report then outlines the limited accessibility of the event from what they can see from the port. The commissioners also document that they were told that their presence at the event made the Frosh Coordinators uncomfortable, extremely stressed, and got in the way with their jobs as coordinators. The experience of the 2019 Commissioners is not far off. It seems increasingly clear that the Equity Commissioners are not wanted on the boat cruise and the reasons for this remain unclear. It seems that the earlier Frosh report's recommendations have not been thoroughly taken into account.

The description of Beach Day from 2018, shows that considerable strides have been made to promote greater accessibility. The 2018 report documented very little chill spaces, loud music throughout the venue, and limited food availability. As of 2019, the commissioners found that many of these concerns have been successfully addressed. The venue was spacious, with many quiet zones, and food respecting a majority of dietary descriptions was available. However, one recommendation still stands, which posits that leaders should be more attuned to checking in with their froshies.

The breakfast hike also seems to have been greatly improved. It was more accessible to students, because the main event took place in Jean-Mance park instead of at the top of Mount Royal. There were also several food and beverage options available for participants.

The main recommendation from the closing night was for a more quiet and accessible chill zone. While the chill zone in 2019 appears to be a great improvement in terms of noise levels, it was still inaccessible and poorly signed.

Conclusion:

Overall Frosh continues to improve each year. There have been great strides since last year. However, there is still room for improvement. We would like to see more signage for food, locations, chill zone spaces, as well as non gendered washrooms. It is important to have these accessible options available and known to students. As well as mixing up the frosh group leaders so there is more diversity rather than a majority of white frosh groups. Access allies, and what support system frosh provides is recommended to communicate more clearly to Frosh leaders to tell the students, so that both students and leaders are aware of what is available. Many of the important implementations were not clearly outlined, leaving many students unaware of these services. For example, many froshies were not sure what the access allies actually did.