

## CHANGING LIVES



UNIVERSITY COMMUNICATIONS

Heather Stuart has seen the anti-stigma campaign grow over the years to where it is currently a global effort.

### ***Now a global effort, anti-stigma campaign is gaining momentum***

BY ANDREW CARROLL,  
GAZETTE EDITOR

Sometimes great achievements come from humble beginnings.

Today the campaign against the stigma surrounding mental illness is a massive effort, highlighted by the annual Bell Let's Talk Day, held this past Jan. 27.

However, as Heather Stuart (Public Health Sciences), who has contributed to getting this conversation started, says, it wasn't that long ago that anti-stigma was barely on the radar as an area of concern or interest.

Fortunately, times have changed, definitely for the better.

As Dr. Stuart, the inaugural Bell Mental Health and Anti-

Stigma Research Chair at Queen's University, explains, the campaign's roots stretch back 20 years ago when the leadership of the World Psychiatric Association realized that they wouldn't be able to do anything innovative in mental health unless they first tackled the problem of stigma – not just on a personal level but structural inequities and discrimination as well.

As a result, a global anti-stigma program for schizophrenia was started. For Dr. Stuart, who at the time, was co-directing a World Health Organization collaborating centre in Calgary with her husband, a connection was made. She knew it wasn't going to be easy as it was new ground for

everyone involved.

"We did this big pilot program and we learned a lot. We started to create these toolkits and the program rolled out to about 25 different countries and we became the faculty for the program," she says. "We would teach people how to set up anti-stigma programs and it didn't seem to matter if it was a poor nation or a rich nation, there was always something that could be done and the process seemed to work well, and I just kind of followed on from there."

However, Dr. Stuart noticed a number of gaps in the research.

"The big gap that I noticed was that nobody had bothered to ask people who have a mental illness

about their stigma experiences," she says. "So it's pretty hard to target a program if you don't know where the problems are."

From their own research, what they found was that the biggest problems with stigma involved the families and closest friends. Armed with that information, they could focus on areas of need and move ahead.

Shortly after, the Mental Health Commission of Canada created an anti-stigma initiative as well and sought Dr. Stuart's support. Then five years ago Bell Let's Talk Day was launched and stigma finally became a front-and-centre issue.

It's been an interesting journey for Dr. Stuart.

"One of the things that is surprising and really nice about all of this is how much people do want to be part of the conversation," she says, adding that similar campaigns on human rights and accessibility had a positive effect. "I think Bell chose the exact right time to do this (campaign). You know 15, 20 years ago this would have fallen flat but I think people were at the point where they are starting to realize (something had to be done)."

Another key, she says, is that the Bell Let's Talk campaign actually gets people actively involved. It is more than talking about an issue and moving on to the next.

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## Canada Research Chairs

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Michael Fraser

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**Queen's**  
UNIVERSITY

# Supporting cutting-edge research

BY CHRIS ARMES,  
COMMUNICATIONS OFFICER

A fourth-year Pharmacokinetics course inspired Mark Ormiston (Sc'02) to change his research focus from chemical engineering to health sciences. Fourteen years later, he has returned to Queen's as the Tier 2 Canada Research Chair in Regenerative Cardiovascular Medicine.

Dr. Ormiston joins Heather Castleden (Public Health Sciences/Geography & Planning) and Robert Colautti (Biology) as the three newest Tier 2 Canada Research Chairs (CRC) at Queen's University. Tier 2 Chair Ian Janssen and Tier 1 Chairs David Lillicrap and John McGarry have also seen their positions renewed.

Dr. Ormiston (Biomedical and Molecular Sciences, Medicine and Surgery) studies cell-based therapies and cardiovascular immunology – the impact of immune cells on cardiovascular diseases. His research centers mostly on Pulmonary Arterial Hypertension. Taking elements of cardiovascular science, immunology and stem cell biology, he hopes to create new therapies and gain a greater understanding of disease processes. He is looking most forward to working alongside Dr. Stephen Archer and his fellow researchers in the Queen's CardioPulmonary Unit (Q-CPU)

"For somebody doing my kind of work, working with a world leader like Stephen Archer and my colleagues here, having all of the equipment we have at our disposal, as well as a center that's geared towards integrating science and patient-based activities, it was a perfect situation," says Dr. Ormiston.

**Heather Castleden** – For the past 15 years, Dr. Castleden has engaged in community-based, participatory research, mainly in partnership with indigenous peoples from across Canada. Her research focuses on issues of social and environmental justice and health equity priorities identified by indigenous communities, as well as the systemic barriers and institutional structures between the settler and indigenous populations that create upstream challenges for reconciliation.

"I feel there is an awful lot of responsibility that comes with a Chair by this title, given the current context of the final report of the Truth and Reconciliation Commission of Canada and its Calls to Action," says Dr. Castleden, Tier 2



**Queen's University 2016 Canada Research Chairs. Top row - newly named Chairs (from L to R): Mark Ormiston (Biomedical and Molecular Sciences, Medicine and Surgery), Heather Castleden (Public Health Sciences/Geography & Planning) and Robert Colautti (Biology). Bottom row - renewed Chairs (from L to R): David Lillicrap (Pathology and Molecular Medicine), Ian Janssen (School of Kinesiology and Health Studies), John McGarry (Political Studies).**

Canada Research Chair in Reconciling Relations for Health, Environments, and Communities. "I hope to use the Chair to contribute towards those calls to action in as many ways as possible."

**Robert Colautti** – The newly-named NSERC Tier 2 Canada Research Chair in Rapid Evolution, Dr. Colautti explores the comparably new field of rapid evolution – evolution perceptible on short timescales. His research focuses on evolution that occurs in response to biological invasions and other forms of global change. Using next-generation sequencing technology, Dr. Colautti looks to explore how ecological changes drive evolution and how evolution feeds back to drive ecological dynamics.

"It's certainly an honour to receive the Canada Research Chair," says Dr. Colautti. "It's a good motivating factor, as a new researcher, to receive the encouragement that this field interesting and important area of research. This position, and the associated Canada Foundation for Innovation funding that we have received, will have a big impact on the kinds of research that we will be able to do."

**David Lillicrap** (Pathology and Molecular Medicine) – For the past 25 years, the CIHR Tier 1 Canada Research Chair in Molecular Hemostasis has been focused

on the molecular basis of the common inherited bleeding disorders, hemophilia and von Willebrand disease. During the tenure of his Canada Research Chair, his group has achieved a number of research accomplishments including the establishment of a national reference laboratory for the genetic diagnosis of inherited bleeding diseases.

**John McGarry** (Political Studies) – The SSHRC Tier 1 Canada Research Chair in Nationalism and Democracy is concerned with how governing institutions can be designed so they accommodate rival ethnic communities, including in countries affected by civil war. Currently, Dr. McGarry is working on Cyprus where he is advising the United Nations on negotiations to reunify the island.

**Ian Janssen** (School of Kinesiology and Health Studies) – The CIHR Tier 2 Canada Research Chair in Physical Activity and Obesity is currently examining the role physical activity has on children's health. The research will use new technology to determine how much activity children get in different contexts including playing outdoors, playing organized sports or physical education class.

Queen's will receive \$200,000 per year over seven years for each Tier 1 Chair and \$100,000 per year over five years for each Tier 2 Chair.

"By supporting talented re-

searchers and excellence, the CRC program facilitates cutting-edge research and advances Canada as a world leader in discovery and innovation," says Dr. Steven Liss, Vice-Principal (Research). "Our success in garnering three new chairs and three renewals is demonstrative of Queen's leadership in research areas that address some of the most challenging and complex problems facing the world today."

*The Canada Research Chairs (CRC) program has stood at the centre of a national strategy to make Canada one of the world's top countries in research and development since 2000. The CRC program invests approximately \$265 million per year to attract and retain some of the world's most accomplished and promising minds. Canadian universities both nominate Canada Research Chairs and administer their funds.*

*Queen's distinguishes itself as one of the leading research-intensive institutions within Canada. The mission is to advance research excellence, leadership and innovation, as well as enhance Queen's impact at a national and international level. Through undertaking leading-edge research, Queen's is addressing many of the world's greatest challenges, and developing innovative ideas and technological advances brought about by discoveries in science, engineering and health.*

UNIVERSITY COMMUNICATIONS



# QUIC director coming full circle

## A very interesting journey

BY WANDA PRAAMSMA,  
COMMUNICATIONS OFFICER

Twenty-three years ago, after arriving in Kingston from England, Jyoti Kotecha visited the Queen's University International Centre (QUIC). She had moved to Canada with her husband and needed support to help find her place in her new community.

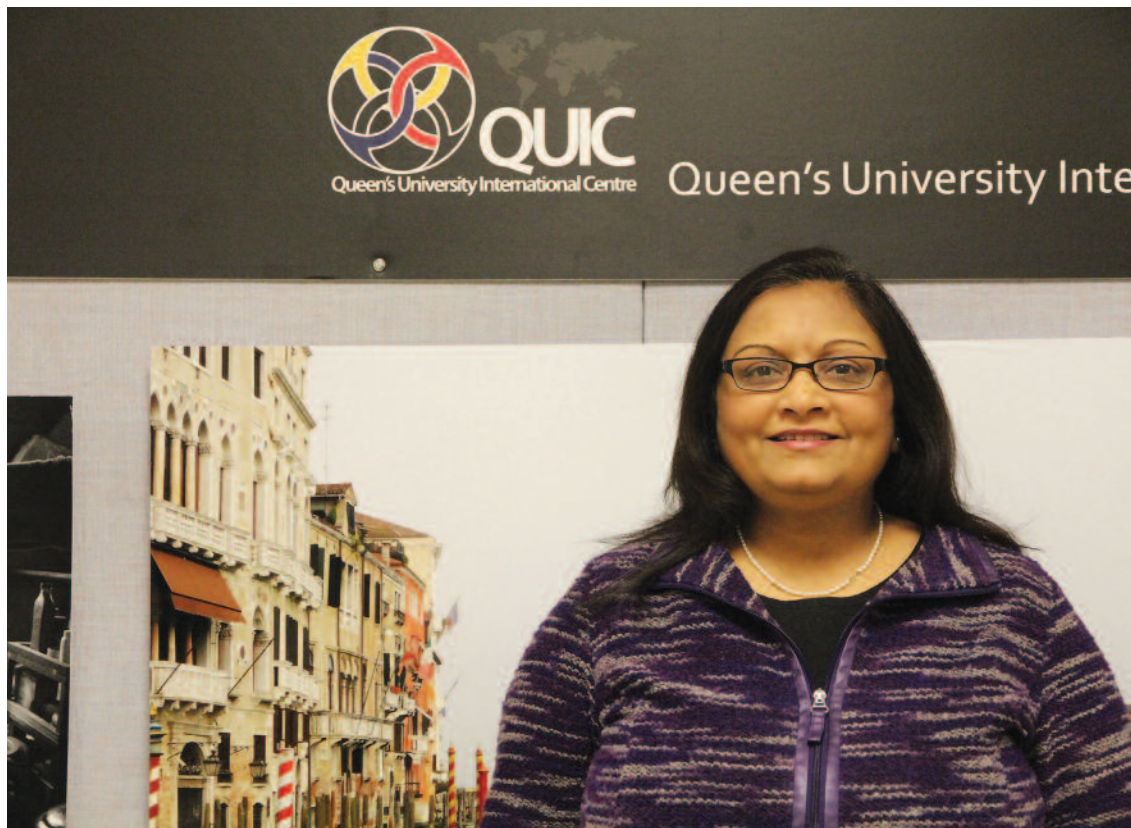
"I breathed a sigh of relief when I stepped through the centre's doors," says Ms. Kotecha, who is of Indian heritage but was born in Mombasa, Kenya, and moved to London when she was five years old. "It was a huge shock to move to Kingston from London. There were very few South Asian families here at the time and I desperately wanted to connect with people who shared my background."

Ms. Kotecha says it was Susan Anderson who greeted her and helped her connect with families in the community. (Ms. Anderson was most recently interim director of QUIC, and prior to that, assistant director.) She also says she loved the informal setting of QUIC, with students of different backgrounds gathered and chatting in the lounge, as they still do now. She felt accepted.

Now, in many ways, Ms. Kotecha has come full circle – in January, she became director of QUIC after many years in Queen's Department of Family Medicine.

"It is wonderful to be in this position. This centre is very important for Queen's, for its international students and also its domestic students," Ms. Kotecha says. "Students who come through QUIC's doors are able to find the resources they need and are looking for in order to thrive on campus and in Kingston."

"I found those resources many years ago, and of course, what's offered has only grown over the years. In particular, QUIC now



Jyoti Kotecha became the director of the Queen's University International Centre (QUIC) in January. She previously worked in the Department of Family Medicine.

also offers intercultural education workshops and certificate programs that help students, staff and faculty become more sensitive to cultural diversity."

Before coming to Kingston, Ms. Kotecha was an analytical chemist, holding a science honours degree from the University of Greenwich. Her husband wanted to find international teaching opportunities and it was his job at a local school that brought them to Canada. Soon after they arrived, they had a son and Ms. Kotecha stayed home for several years before pursuing work at Queen's, first as a research associate in biochemistry. She later moved to family medicine, and since 2007, she held the position of assistant director in the Centre for Studies in Primary Care.

Back in the mid-'90s, as she and her family integrated into life here, they became increasingly involved with community support

groups in Kingston, and began helping out newcomers to the city.

"The relationships I've forged in Kingston are very strong and very beneficial to the work I am now doing at QUIC," says Ms. Kotecha, who also holds a Master of Public Administration from Queen's School Policy Studies. "QUIC really bridges both worlds – the campus and the broader community – and the more links we can give students the better off they will be as they navigate a new city and country."

Ms. Kotecha obviously already knows how invaluable QUIC is on campus, and she wants to continue the work of past directors in getting the word out to more students. With experienced and long-standing staff members, the centre offers countless resources, including help with visas and citizenship, orientation services, English language support, housing support, study and living abroad ad-

vising/help, as well as the International Educators Training Program, among numerous other services.

As she transitions to her new role, Ms. Kotecha has her eye on broadening the centre's wellness programs, in line with the university's efforts to offer more mental health services and supports to students.

"Domestic students face challenges while at university, and for international students, those challenges are amplified, being so far from home and adapting to a new culture," she says. "We want to get international students thinking about quality of life early on – nutrition and exercise, for example – and help them manage any stresses they encounter."

For more information on QUIC and its services, visit the website [quic.queensu.ca/](http://quic.queensu.ca/) or drop by the centre in the John Deutsch University Centre (JDUC).

From Page 1

"I think people are just ripe to talk about this issue and this has been an important way for them not only to talk but also to do something. So many campaigns give you a little bit of information and then they don't tell you what to do with it, so there is no action or activity that comes out of them," she says. "What's different about this one is there is activity and the activity is you have to tweet, or do something that you know is going to raise some money for mental health programs. So there is a bigger commitment that is associated with being part of Let's Talk than if you were just a passive recipient of a mental health awareness commercial. So I think that has been really great and I think that has been one of the biggest shifts that we've seen is that each year more and more people are getting involved."

There is also greater interest and engagement in the Bell Lecture on Mental Health and Anti-Stigma, the first of which was held in 2013 in Toronto.

Being the Bell Chair has led Dr. Stuart, as an academic and researcher, in directions that she never expected – such as outreach. Following Bell Let's Talk Day, her email and voicemail are flooded with messages of support and personal stories.

Sometimes there are people just looking to see how they can help out.

These are conversations that weren't happening before. And that's a positive, she says.

"There's a huge appetite for community engagement and knowledge translation," Dr. Stuart says. "I've spoken to audiences I never dreamed that I would be invited to – unions, legal societies, teachers, church groups, women's groups, the whole gamut. They all seem very concerned to the point where they want to be able to do something."

Five years on, the anti-stigma conversation is spreading. Dr. Stuart points to campaigns in England, Scotland, Ireland and Australia, a global alliance that is spearheaded through Canada based on years of experience and research.

"There is increasing appetite for this and I think what we can offer as scientists and academics is we can do evaluation of programs and we can then figure out what works and what doesn't and why," she says.

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# Placing black history at the forefront

BY ANDREW CARROLL,  
GAZETTE EDITOR

For Carissa Gordon (ConEd'16), a member of the Kingston Black History Month organizing committee and president of Queen's University's African Caribbean Student Association (ACSA), it would be great if Canada got to the point where Black History Month was no longer needed.

However, the reality is that the month of recognizing the achievement and history, both good and bad, of the black experience in Canada remains a necessity.

"I know there are people who ask why is there a Black History Month or what is the point, but to be honest Black History Month should be every month," she says. "But until we can actually reach that stage it's going to be necessary to have that month because it gives a platform to talk about it. That falls on people of the black community and people not of the black community to talk about issues. So I should be talking about issues outside of February and not just wait for February to start raising issues that I may have."

For Ms. Gordon the importance of Black History Month became clearer once she arrived in Kingston and at Queen's. Having grown up in Mississauga, she found that there was not nearly the same emphasis or learning opportunities for black history.

It quickly brought a focus for her and she became involved in ACSA and in supporting and organizing local events for Black History Month.

Along with the Queen's Black Academic Society, ACSA is one of two Alma Mater Society clubs rep-



UNIVERSITY COMMUNICATIONS

Carissa Gordon (ConEd'16) is the president of the African Caribbean Student Association (ACSA) at Queen's University as well as a member of the organizing committee for Kingston Black History Month.

resented in the organizing committee for Kingston Black History Month. As ACSA president, Ms. Gordon is directly involved with planning and organizing.

Throughout the month a series of events are being held at Queen's and in Kingston to highlight the key moments and people in black history as well as to provide platforms for discussion on where we stand today and where we need to be in the future. One such event is the panel discussion

"Unity Within the Black Community" on Feb. 29. The open event is being held at Robert Sutherland Hall, Room 202, starting at 6 pm.

Through her participation, Ms. Gordon has seen a mutually beneficial relationship develop between the Kingston and Queen's communities over the years. It has been a key connection that has resulted in greater outreach, participation and awareness.

"I think the students bring in maybe the newer side – we do a

lot of the graphics and utilize the social media platforms to reach more of the student population," she says. "I think the community members bring in a lot of things we didn't think about, such as helping us get a grant from the City of Kingston. I feel like if we didn't have community members that wouldn't have been something that came to our mind, applying for a grant, as well as finding more events that are going on in the community."

**"I've said this multiple times, but black history can be included outside of history class. So you don't have to be taking the history course code in order to study (black history), you can incorporate that into all other courses."**

— Carissa Gordon

Through her role on the organizing committee she says she has gained some very valuable experience, such as time management and public speaking, while she has also had the opportunity to meet a wide range of people, like Queen's alumnus Desmond Cole, a journalist and social commentator who was the keynote speaker at the Jan. 31 opening ceremony.

One of the things that Ms. Gordon says needs to improve for progress to be made is the inclusion of more black history at all levels of education, and not just in history class. As a Concurrent Education student it is something that she feels is very important.

"I've said this multiple times, but black history can be included outside of history class. So you don't have to be taking the history course code in order to study (black history), you can incorporate that into all other courses. You can bring in key figures or prominent black figures in mathematics or science. Or even touching upon a lot of the incidents that have been going on, especially in 2015-16," she says.

For further information about Kingston Black History Month, including the schedule of events, visit the group's Facebook page.

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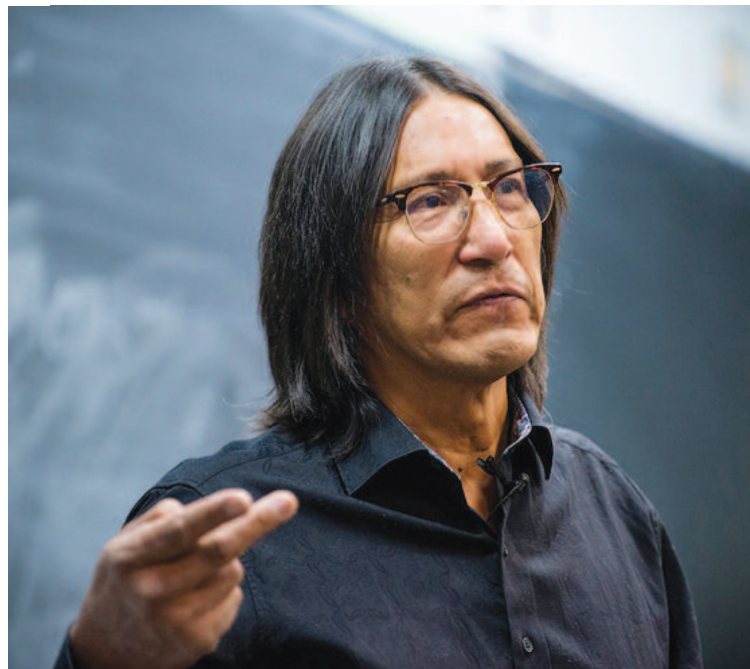
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# Finding joy and healing through sport



UNIVERSITY COMMUNICATIONS/PHOTO BY GARRETT ELLIOTT

BY ANDREW CARROLL,  
GAZETTE EDITOR

During a pick-up game of floor hockey in one of the upper gyms at the Athletics and Recreation Centre, laughter bounces off the walls and excitement fills the air.

One of the participants is called over for an interview but not until he sets up a goal for his team.

"Did you see that pass?" asks Richard Wagamese, the award-winning author of such works as *Indian Horse* and *Medicine Walk*.

The game was part of Mr. Wagamese's visit to Queen's University for "Decolonization & Sport: Indigenous Perspectives on the Power of Sport & Healing," a conference open to the Queen's and surrounding community, which included a pair of round-table discussions as well as a keynote talk.

Throughout Mr. Wagamese's life sport has played a key role, particularly after he was adopted by a non-native family in southern Ontario. Arriving in a new community and culture, he taught himself how to play hockey and baseball.

It is a theme that is a key element of *Indian Horse*, whose central character, Saul Indian Horse, finds escape from the depravations of the residential school system while on the ice.

Mr. Wagamese belongs to the Wabaseemoong First Nation in northwestern Ontario but at a young age was taken away from his family by the Children's Aid Society. Before being adopted he spent time with a number of foster families.

Mr. Wagamese speaks of joy and abandon when he talks about sport. But first there must be a release from the overwhelming force of competitiveness.

For him, that release was there from the beginning, Mr. Wagamese says.

"It was always there and I think that is the magnetic quality (of sport) is that freedom is always there," he says. "It's inherent in it. When you find that, for me anyways, that's what drew me back all the time was that abandon."

Later on when he became a coach it is an attitude that he tried to foster with his players. The key wasn't winning or losing but instead in playing the game without constraints.

"I coached youngsters in baseball and one of the things that I had them do is whenever someone on the other team made a good play that got them out, I made them specifically stop on their way back to the dugout and get that player's attention and say 'Nice play,'" he says. "What that did for those kids is it allowed them to learn what good sportsmanship is in practice and it also filtered over to the other team. And to be on the receiving end of that during a competition changed the nature of the way that they saw that. It was able to give them more of a sense of freedom because what they were doing was learning how to be gratified even when they come up short in the estimation of the game. That's an important lesson to learn. You don't always have to be bathed in glory to be remarkable."

In his own life, Mr. Wagamese says that, along with sport, books and music formed a "triumvirate" in leading him to who he is today.

"I needed all three of them, maybe not in equal measure but at least in adequate measure that they inform each other and they allowed me to find important parts in each of them," he says. "So I became able to un-colonize myself. What we talk about when we talk about colonization is that process of being frozen in constraints not of our own choosing. When you can find joy and freedom and abandon in something it allows you to move toward that more frequently than toward the other side, and in that sense you decolonize your own spirit. As communities, as individuals and even as helping organizations, if we can start to organize ourselves around that theme we do a lot more service to the people that we're trying to help."

During his time at Queen's, Mr. Wagamese took part in a meet-and-greet event at the Four Directions Aboriginal Student Centre.

Author Richard Wagamese visited Queen's University and the Four Directions Aboriginal Student Centre to take part in the conference "Decolonization & Sport: Indigenous Perspectives on the Power of Sport & Healing."

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## viewpoint

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# Innovation long game starts now

BY PAUL DAVIDSON, PRESIDENT AND CEO, UNIVERSITIES CANADA

There's a reset happening in Canada. Despite the oil slump and struggling loonie, a new federal government in Ottawa has spurred some fresh thinking about the future of Canada. Optimistic, hopeful thinking. That combination of harsh reality and hopeful thinking requires us to be both ambitious and manage our expectations as we look for ways to restore Canada's place in the global knowledge economy.



The new government is playing the long game. They have to. They have big plans that won't be achieved overnight. As the government deals with growing economic problems, it needs long-term vision, hard work and investment at the right moment to build that brighter future.

It's noteworthy that the prime minister has visited a number of university campuses already, where he has made major commitments to water and stem cell research. And Finance Minister Bill Morneau also visited several campuses during his pre-budget consultations, putting him in contact with the innovative and exciting work that's happening at Canadian universities.

These are good signs that this government understands the life-changing power of research to solve some of the country's – and the world's – most pressing issues.

As the economic challenges mount, it's becoming increasingly clear that well-timed investments need to target three things: infrastructure, innovation and research.

Infrastructure investment is coming. The Liberal platform committed to significant spending on public transit, social infrastructure and green infrastructure – and it looks like these investments are coming sooner rather than later. This short-term solution to the struggling Canadian economy is integral to building a more prosperous country over the long-term.

Universities have an important role to play. Think back to 2009. A global recession hit suddenly and the government needed to take fast action. One of the most effective stimulus projects was to create a new purpose-built program to advance Canada's knowledge infrastructure.

Universities demonstrated that they could deliver strategic infrastructure quickly – infrastructure that provided a much-needed economic boost, and that also contributed to long-term research capacity in Canada. In fact, it was just six weeks from first conversation to announcement, and projects were initiated on campuses across the country within six months.

Today universities have deferred maintenance projects worth over \$8.4 billion. If called upon, our shovel-ready projects will help get the economy going and strengthen higher education, research and innovation capacity now and for future generations.

Some of these projects will be investments to drive innovation: the facilities and resources that support ground-breaking research and new technologies. Innovation, both in terms of technological advances and social solutions, contributes to vibrant communities, healthy citizens and public systems that work.

From its first days, the government has

shown that it understands the importance of innovation. The creation of the new department of Innovation, Science and Economic Development underscores that it is through innovation that we will achieve a more prosperous Canada.

The platform commitment of \$200 million per year over three years for a new Innovation Agenda that will increase support for incubators and accelerators is welcome, as is the additional \$100 million per year promised to the Industrial Research Assistance Program. And the commitment to create more co-ops and internships is another important example of unlocking young talent and connecting it to our new economy. These can be done quickly to build momentum.

The commitment to create a new Chief Science Officer and the appointment of a scientist as science minister signal that science matters. The parlour speculation about who might be named Science Officer can wait until there has been careful consideration of the role and mandate of the position, and how it fits into the existing research and innovation architecture.

These early signs are encouraging, but perhaps the biggest challenge on the horizon is to ensure Canada's research enterprise is resourced at globally competitive levels. The previous government protected investments in research in the face of economic and fiscal constraint. But, taking inflation into account, total funding for the research granting councils decreased by 7 per cent since 2007.

And the fact remains that from 2006 to 2013, Canada fell from third to eighth place in the OECD for HERD intensity (percentage of GDP spent on higher education

R&D). Our international peers are increasing their support for higher education research, and Canada is not keeping pace.

That's why the government needs to commit to increased and untargeted support for the base budgets of the three granting councils – CIHR, NSERC, and SSHRC. Even if other countries were to stand still, it would require an investment of \$3.5 billion for Canada to return to third place in HERD intensity. This is where playing the long game really matters.

## Resourcefulness

As the prime minister said in his speech at the World Economic Forum, Canada is home to diverse, brilliant, entrepreneurial people. Canada's future lies in its resourcefulness, not just its resources. And if we invest in individuals, institutions, and ideas, we'll reap the benefits of social and economic prosperity.

Universities Canada will be bringing this message to Washington at the annual meeting of the American Association for the Advancement of Science, and we'll be bringing it to Parliament Hill on Feb. 24, when we host a reception showcasing the extraordinary accomplishments of some of our best Canadian researchers.

Sure, the long game is not an exciting story right now, but it's our roadmap for a better future. If we invest now in a more dynamic research and innovation ecosystem, and the modern infrastructure that supports it, we can get Canada back to a prominent place in the global knowledge economy – and enjoy the prosperity that goes with it.

*This op-ed was previously published in Research Money and The Hill Times.*

## liveslived.

Lives Lived is a space to share your memories of a Queen's community member who recently died. Email your submissions to [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca)

# Innovative, indispensable and a great sense of humour

An employee of Queen's University for 50 years before retiring, Hans Metz died Dec. 31, 2015.



Hans Metz

often taken for granted.

Hans was always adept at using his ingenuity to repair anything and everything, keeping equipment functioning well past its expected lifetime, and would come up with creative solutions, which was one of his most significant characteristics. He had all kinds of 'bits and pieces' tucked away in his store-room that came in very handy.

In the 1960s and 1970s, many

professors could not type, let alone draw, and of course Hans stepped up to assist them. There are hundreds of papers out there which bear testimony to Hans' artistic and photographic skills. Hans did it all, while also ensuring that all the centrifuges kept spinning, the refrigerators hummed, and the laboratories for hundreds of science and medical students ran efficiently. He went above and beyond to ensure that everything ran smoothly, generously giving his time when needed and not just to members of the Department of Biochemistry but to other departments in Botterell Hall as well.

He was a fixture, a constant, a "go-to," and an innovator. Simply put, he was indispensable.

Hans was known to be quite the character and story-teller

throughout the department. He is remembered by many for his "joke-du-jour." His jokes were always clean and funny with punchlines that had everyone groaning. He provided laughs and charming anecdotes on a daily basis to all of those he encountered in Botterell Hall. He could always be counted on to share one of his famous 'Dad' jokes or to share an interesting story he had read in the National Geographic or heard that morning on CBC. One never knew if the story Hans was telling was a real story or one that would end with a punchline. Hans made an impact on those around him. He is sincerely missed at morning coffee and at Fat Friday.

Hans was a rare individual. He worked at Queen's for 50 years before finally retiring in May 2015, and even after retiring, he still

showed his dedication to the department as well as his love for his job and for the people he worked with by showing up every day as a volunteer. That's commitment and it will not be forgotten.

Hans provided so much of the "glue and binder twine" that kept the department going during difficult times. His skills were impressive and he was fully engaged in the research and teaching laboratory enterprise and would do whatever it took to keep things going. More importantly, Hans was a genuine, quality man of integrity.

He is irreplaceable and dearly missed by all.

*This article is a compilation of remembrances shared by the many people whose lives were touched by Hans Metz.*



## Queen's in the news

Highlights of Queen's experts in the media from Feb. 3-18

## International

**Roel Verte-gaal's** (Human Media Lab/Computing) ReFlex flexible mobile phone was profiled in The Daily Mail (UK), Gizmodo, TechRadar, The Kingston Whig-Standard, and numerous other trade publications and international outlets.



**Naomi Alboim** (Policy Studies) spoke about the anti-refugee movement sweeping Europe "brings back painful memories" for the Jewish community, in the South Asian Post.

## Newspapers

**John-Kurt Pliniusen** (School of Business) was interviewed by the Winnipeg Free Press about Uber.

**Douglas Bland** (Policy Studies) commented in the North Bay Nugget on CFB North Bay.

**Kenneth Wong** (Business) spoke to the Montreal Gazette, National Post about store sales rocketing after Beavertails focused on feeding skiers and festival-goers.

**Yuri Levin** (Business) was interviewed by the Globe and Mail for an article on business schools launching new initiatives to bridge the gap between information and communication; by the Globe and Mail for how new programs try to make sense of massive amounts of data.

**Karen Smith** (Health Sciences) and **Leslie Flynn** (Family Medicine, Psychiatry) spoke to the Kingston Whig-Standard on how assisted death is a monumental change.

**Diane Lawrence** (Education) spoke to the Kingston Whig-Standard about Science Discovery Day being a chance for students to spend an afternoon immersed in learning.

**Elaine Power** (School of Kinesiology and Health Studies) told Kingston EMC that a basic income guarantee is a good idea for food and farmers.

**John S. Andrew** (Geography, Business) spoke to the Globe and Mail about how looming down-payment rule changes spark bidding surge in Toronto real estate market.

**Wendy Craig** (Psychology) spoke to Kingston EMC after receiving the Order of Ontario for her work on bullying prevention.



## Online

**Peter Anderson** (Geography) spoke to CBC Online about the experimental farm land deal being kept under wraps before announcement, according to documents.

**Ariel Salzmann** (History) was interviewed by Middle East Eye for an article claiming the government faces an uphill battle in rebuilding

Canada's relationship with the Middle East.

**Nicholas Bala** (Law) talked with CBC Online after CTV Atlantic pleaded guilty to breaking Youth Criminal Justice Act publication ban.

**Sharryn Aiken** (Law) spoke with Vice Canada about how most Syrian refugees coming to Canada will live below the poverty line.

**Anita Jack-Davies** (Arts and Science) spoke to Station 14 about Black history month in Kingston.

**Udo Schuklenk** (Philosophy) was interviewed by CBC Online about the case of a Winnipegger seeking physician-assisted death for depression.

**Emma Dargie** (Psychology) told Female Network the key to a happy long-distance relationship is communication.



## Television

**Christian Leuprecht** (Political Studies) was interviewed by CTV National Network News about the NATO ministers are meeting in Brussels; to CKWS TV explaining Canada's ISIS mission.

**Jacalyn Duffin** (History, Philosophy) spoke to CTV National Network News on how some medications are now in short supply.

**Judith Davidson** (Psychology) told Canada AM and the Globe and

Mail that the best therapy for insomnia is getting things done.

**Tandy Thomas** (Business) commented on Kingston being ranked #7 on Amazon's top romantic cities list, on CKWS TV.

**Wendy Craig** (Psychology) was interviewed by CKWS TV regarding how Pink Shirt Day raises awareness around bullying.



**John Burge** (Music) spoke to CKWS TV, Station 14 about his Juno Award nomination.

**Kenneth Wong** (Business) spoke to CKWS TV about how consumers won't suffer in Lowe's deal.

**Dick Zoutman** (Pathology and Molecular Medicine) was interviewed by CTV National Network News about the first human-to-human transmitted case of Zika virus.

**Gerald Evans** (Division of Infectious Diseases) spoke to Global News about how the mild flu season could be explained by more mild temperatures.

**Allen Champagne's** (Centre for Neuroscience Studies) CESAP concussion education program was profiled on CKWS.

## Radio

**John Smol** (Biology) was interviewed by CBC Radio on the lack of ice on the Great Lakes is affecting

the environment.

**John-Kurt Pliniusen** (Business) spoke to CBC Radio on how Edmonton has developed a plan that takes effect March 1 so that Uber will be able to finally operate as a legal private transportation provider.

**Neil Bearnse** (Business) was interviewed by CBC Radio regarding Twitter shares plunging after fourth-quarter earnings.

## Magazines

**Kerry Rowe** (Civil Engineering) was featured in Geosynthetics Magazine after being elected to the U.S. National Academy of Engineering.

**Kelly Suschinsky** (SAGE Lab/Psychology) says the increased discussion of female sexuality due to release of Addyi is positive, though pharmaceutical approach may not be best option, in Best Health Magazine.

**Michael Condra** (Student Wellness Services, Psychology) was part of a discussion in Maclean's Magazine about how universities are understanding, accepting and supporting post-secondary students with "invisible" disabilities.

**Robert Montgomerie** (Biology) was featured in Smithsonian Magazine regarding a study on songbird "rehearsals" poses more questions than it answers.



## Workshops offer a strategy for employee success

BY CELIA RUSSELL, SENIOR COMMUNICATIONS OFFICER, HUMAN RESOURCES

Imagine leaving the office at the end of each day knowing that you made a difference. For Roger Billings, this is the most rewarding aspect of his work as an external consultant with Queen's Organizational Development and Learning.

"I greatly enjoy what I do, because the results are immediate," says Mr. Billings. "When you de-

liver a workshop, the energy from the participants is contagious."

Seeing participants benefit from using the knowledge and tools they've gained is incredibly fulfilling, he says. "They stay in touch with each other, which creates a very powerful network. They share their successes, their frustrations, they support each other. They know that I can be reached any time and I believe they trust me enough to seek further help. I can't think of anything more satisfying

than hearing their success stories."

On March 3, Mr. Billings will facilitate Strategic Thinking, one of several HR Learning Catalogue workshops he leads. Developing a strategic plan or vision can be a difficult process. He notes that all staff would benefit from learning the theory and techniques of strategic thinking – the step before any planning can happen. "People typically don't see their piece of the puzzle, and if they do it as a group, that's even better," he says.

A facilitator with more than 30 years of coaching experience, Mr. Billings also leads workshops on delivering and receiving constructive feedback, emotional intelligence, effective relationship-building and team-building. Individual departments have also retained him for custom programming. He co-designed and facilitates the Foundational Leadership and Emerging Leaders programs with Queen's Organizational Development and Learning.

"The learning experiences are truly amazing, mainly because



Roger Billings, an external consultant with Queen's Organizational Development and Learning, will facilitate Strategic Thinking, one of several HR Learning Catalogue workshops he leads.

many of the participants do not realize their potential until they are well into the program," he says. "By the conclusion, they feel very capable, secure and strong. Yes, at times they may feel the commitment is substantial, and it is, but I believe they are so empowered when they reach the end."

The Emerging Leaders Program, which pairs an experienced manager with a new or aspiring manager, has also proven to be a great success. Some participants have mentioned it should be called

the mentors/mentors program, because the mentors learn as much as the mentees, he says. "All participants have been so willing to help and generous with their time, I can't say enough about the response and support for this program for staff, from staff."

Before starting his own training organization, Mr. Billings began his career with IBM Canada and was the Canadian president of several companies. His experience in many fields from industry to universities has enabled him to appreciate and understand the complexities of organizations and the challenges associated with developing professional skills and competencies. "There is very little I have not seen. This gives me the ability to take a calm and collected approach to difficult situations, seeing them from a distance in order to give my clients the support and advice they seek."

For more information, visit [queensu.ca/humanresources](http://queensu.ca/humanresources) and click on Learning and Development under Quick Links.



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## A great chance to highlight research, gain valuable skills

BY ANDREW CARROLL,  
GAZETTE EDITOR

Distilling years of research and study into a three-minute presentation is no easy task. However, it can be immensely beneficial for graduate students as they work toward their master's degree or doctorate.

In the annual Three Minute Thesis (3MT) competition, participants have a mere three minutes and one static slide to convey their research to the judges and audience.

As a result, the 3MT helps graduate students hone skills they will need in the workplace after leaving university, such as presentation skills and decision making. And there is prize money for the winners.

"With only three minutes to spare, decisions need to be made about what information is most important for the audience to know in that short timeframe," says Mary Chaktsiris, runner-up in the 2014. "The ability to summarize complex information, provide a balanced point of view, and present evidenced-based conclusions are showcased by the 3MT format. Whether it's presenting during a meeting or writing documents such as briefing notes, the ability to concisely present complex information in a way that resonates with the audience at hand is an important part of my day-to-day work.

Dr. Chaktsiris went on to complete her PhD and is currently working as a policy analyst with the Council of Ontario Universities.

This year's competition starts with the opening heats on March 22-24 followed by the finals on March 30. Registration is now open and can be found on the School of Graduate Studies website.

Dr. Chaktsiris, whose research about the First World War explored connections between wartime expectations and ideas of masculinity in Toronto, says that she got involved in the 3MT because there was little representation from the humanities and liberal arts. She says that researchers in these fields need to share their findings "across the disciplines and to new audiences through the university-wide conversations that occur at the 3MT competition."

She hopes that more graduate students from the humanities and liberal arts will get involved.

"If we don't speak up for our



Mary Chaktsiris was the runner-up in the 2014 Three Minute Thesis competition at Queen's University. The School of Graduate Studies is once again hosting the event with preliminary rounds March 22-24 and the final on March 30.

**"With only three minutes to spare, decisions need to be made about what information is most important for the audience to know in that short timeframe."**

— Mary Chaktsiris

research, if we don't put our questions and conclusions under the spotlight, who will?" she asks.

Founded at the University of Queensland in Australia in 2008, 3MT competitions are held at the university, provincial and national levels in Canada. In 2015, Chenman (Cara) Yin, a master's student in physics, claimed

Queen's first award at the national level, winning the People's Choice Award.

Everyone is welcome to attend the upcoming events. For more information or if you have trouble registering, contact Colette Steer at the SGS office at [steerc@queensu.ca](mailto:steerc@queensu.ca)

### SCHEDULE

- Heat 1**  
Tuesday, March 22, Start - Noon  
B176 Mackintosh Corry Hall
- Heat 2**  
Wednesday, March 23, Start - 9:30 am  
B176 Mackintosh Corry Hall
- Heat 3**  
Thursday, March 24, Start - Noon  
B176 Mackintosh Corry Hall
- Queen's Final**  
Wednesday, March 30, Start - 4:45 pm  
Biosciences

## gradstudies

### SGS Notices

To celebrate Queen's University's 175th anniversary the School of Graduate Studies is launching the 175 Research Moments photo contest. Research endeavours create many memorable moments. This can be the moment of discovery, of the emergence a new idea, of a successful experiment (or a failed one), of fruitful collaboration, or of transformative learning. Graduate students and post-doctoral fellows are invited to share their research moment from the lab, the field, from the libraries or archives. The first prize will be \$1,000, second and third prize will be \$500. To learn more go to: [webapp.queensu.ca/sgs/175-research-moments/](http://webapp.queensu.ca/sgs/175-research-moments/).

Graduate students will receive an email invitation on Feb. 29 to participate in the Canadian Graduate and Professional Student Survey (CGPSS). Queen's now participates annually to more closely monitor graduate student experiences in, and satisfaction with, various elements of their graduate programs. The results of this survey are carefully analyzed on a program-by-program and issue-by-issue basis in order to inform programs and services and to improve the quality of the graduate student experience. The School of Graduate Studies encourages graduate stu-

dents to take 10-15 minutes to respond to the survey.

The School of Graduate Studies invites nominations of faculty members for consideration for the 2016 Award for Excellence in Graduate Student Supervision. The purpose of this award is to recognize those outstanding supervisors who demonstrate excellence in advising, monitoring and mentoring their graduate students. Two awards will be presented at the Fall 2016 Convocation: one in the Social Sciences and Humanities, and one in Life Sciences, Natural Sciences and Engineering. Award nomination forms and guidelines are available from the Office of the Dean, School of Graduate Studies ([deansgsr@queensu.ca](mailto:deansgsr@queensu.ca)) or at [queensu.ca/sgs](http://queensu.ca/sgs). Nomination packages should be submitted to the Dean, School of Graduate Studies, Queen's University, Gordon Hall 425, 74 Union Street, Kingston, ON K7L 3N6 by 4pm on Thursday, May 26, 2016.

### Open Thesis Defenses

#### Wednesday, March 9

Elodie Suzanne Ginette Lugez, Computing, 'Electromagnetic Tracking in Ultrasound-Guided High Dose Rate Prostrate Brachytherapy'. Supervisors: G. Fichtinger, S.G. Akl, 524 Goodwin Hall, 9 am.

## McMaster recognizes professor emeritus

### BY COMMUNICATIONS STAFF

Professor emeritus Michael Baird (Chemistry) was recently recognized by McMaster University with the Distinguished Alumni Award.

At the time of his graduation in 1962, Dr. Baird was the senior class president and one of Canada's top university sprinters, for which he was inducted into the McMaster Athletics Hall of Fame in 1997.

Dr. Baird joined Queen's in 1967 and built an international reputation for his research in organometallic chemistry, including the development of novel protocols for synthesizing and studying thermally-unstable

compounds. He is also recognized for making significant advances in the study of catalysts which are important to the chemical, petrochemical and pharmaceutical industries. Notably, his research group helped make the manufacture of automobile tire rubber more environmentally manageable. His research has also supported the development of promising new titanium-based anti-tumor drugs.

With more than 250 peer-reviewed publications and 10 patents, Dr. Baird received many awards throughout his career, including the Queen's University Prize for Excellence in Research. In 2003 he was elected a Fellow of the Royal Society of Canada.

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## Flexible smartphone allows you to feel the buzz

BY CHRIS ARMES,  
COMMUNICATIONS OFFICER

For most users, bending their smartphone means opening their wallets for expensive repairs. Queen's University computing professor Roel Vertegaal, on the other hand, sees a bendable smartphone as opening new ways for consumers to interact with their devices and apps.

Researchers at the Human Media Lab have developed the world's first full-colour, high-resolution and wireless flexible smartphone. The phone, which they have named ReFlex, allows users to experience physical tactile feedback when interacting with their apps through bend gestures. The device measures the degree of bend and adjusts the input accordingly – creating a whole new way of interacting with your smartphone.

"This represents a completely new way of physical interaction with flexible smartphones" says Roel Vertegaal (School of Computing), director of the Human Media Lab at Queen's University.

"When this smartphone is bent down on the right, pages flip through the fingers from right to left, just like they would in a book. More extreme bends speed up the page flips. Users can feel the sensation of the page moving through their fingertips via a detailed vibration of the phone. This allows eyes-free navigation, making it easier for users to keep track of where they are in a document."

The ReFlex is no slouch in the technical specs department. It runs on a high definition 720p LG Display Flexible OLED touch screen, and is powered by an Android 4.4 "KitKat" board mounted to the side of the display. Bend sensors behind the display sense the force with which a user bends the screen, which can be used by apps as feedback and input.

ReFlex also features a voice coil that allows the phone to simulate forces and friction through highly detailed vibrations of the display. When changing pages in an ebook, for example, it will simulate the feeling of pages flipping through the user's fingertips. Combined with the passive force feedback felt when bending the display, this allows for a highly realistic simulation of physical forces when interacting with virtual objects.

"This allows for the most accurate physical simulation of interacting with virtual data possible on a smartphone today," says Dr. Vertegaal. "When a user plays

the 'Angry Birds' game with ReFlex, they bend the screen to stretch the sling shot. As the rubber band expands, users experience vibrations that simulate those of a real stretching rubber band. When released, the band snaps, sending a jolt through the phone and sending the bird flying across the screen."

Dr. Vertegaal thinks bendable, flexible smartphones will be in the hands of consumers within five years. Queen's researchers will unveil the ReFlex prototype at the 10th anniversary Conference on Tangible Embedded and Embodied Interaction (TEI) in Eindhoven, The Netherlands on Wednesday, Feb. 17. The annual forum is the world's premier conference on tangible human-computer interaction.

This research was supported by Immersion Canada Inc. and the Natural Sciences and Engineering Research Council of Canada (NSERC). For more information on ReFlex, visit the Human Media Lab website at [hml.queensu.ca](http://hml.queensu.ca).



A user demonstrates how bending the ReFlex phone could be used in gaming applications. While playing the popular game 'Angry Birds,' the user sees the band stretched backwards as the phone is bent, while voice coils simulate the feeling of the rubber band being stretched.

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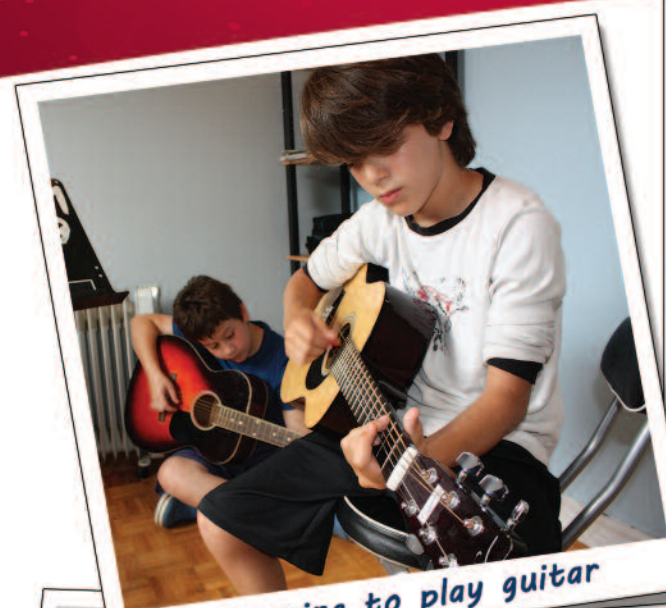
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## Bringing Peer Health Educators together

BY ANDREW CARROLL,  
GAZETTE EDITOR

With the growing emphasis on student mental health at post-secondary education institutions, Queen's University recently hosted the first conference for Peer Health Educators and professional staff which allowed participants to share their experiences as well as the strategies they have developed on their campuses.

The conference provided attendees the opportunity to learn about existing evidence-based programs and services as well as to gain valuable presentation and networking experience.

Olivia Smith, Health Promotion Student Assistant at Student Wellness Services, attended the conference and says she first got involved as a Peer Health Educator because she was interested in health and was looking to collaborate with others while learning more about health promotion.

As a Peer Health Educator she has facilitated workshops at the university's residences dealing with such topics as safe drinking strategies, mental health and making healthy and creative food choices in the dining halls. Her role also entails taking part in events on campus to promote healthy lifestyles and to develop outreach strategies such as writing articles or blogs and other promotional material.

Her work has allowed her to develop her leadership skills while also being able to contribute as part of a team. As a result, she now knows that she wants to pursue a career in health promotion.

For her, the conference was a great opportunity to meet with other Peer Health Educators and share her experiences.

"I found the conference to be very knowledgeable and overall a great experience. It was really interesting to meet students and staff from different postsecondary institutions across Ontario and to learn more about their peer health programs and mental health initiatives on their campuses," she says. "I had some great conversations with students from other universities and was able to walk away from the conference with some new ideas for our Peer Health Educator program at Queen's and new connections in peer health around Ontario."

Along with presentations throughout the day, breakout sessions focused on such topics as stress management, mental health and healthy lifestyles,

stigma, and mental health messaging.

Beth Blackett, Health Promotion Coordinator with Student Wellness Services, says the conference was extremely valuable as participants were able to make connections and widen their knowledge to better help those they support.

"I believe this event is so important to both recognize the great work being done by Peer Health Educator volunteers at post-secondary institutions and to motivate and inspire future collaborations and initiatives among these students who are passionate about health," she says. "It was such a delight to see peers from various institutions connecting with each other over the course of the conference."

To learn more about Peer Health Educators and the full range of support at Student Wellness Services, visit [queensu.ca/studentwellness](http://queensu.ca/studentwellness).



Keynote speaker Kendra Fisher speaks during the first conference for Peer Health Educators that was hosted by Queen's University. Ms. Fisher, a former goalie with the national women's hockey program, was diagnosed with a severe anxiety disorder coupled with severe panic attacks, depression and agoraphobia.

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## eventscalendar

### Wednesday, Feb. 24, 1-4 pm New Staff Orientation

The Human Resources Department wishes to invite all newly-hired employees to an orientation session. Join us for an informative discussion that includes presentations from various university departments and services as well as essential human resources information. In order to attend the workshop you must register through the Human Resources Learning Catalogue [queensu.ca/humanresources/apps/training/](http://queensu.ca/humanresources/apps/training/). Mackintosh-Corry Hall, Room B176

### Thursday, Feb. 25, 9 am-4 pm Gaining Competence in an Intercultural Workplace

Participants will consider the characteristics of an intercultural workplace and some of the knowledge and skills that will help them function more effectively in it. They will be introduced to common metaphors and theoretical dimensions of culture, as well as theory of how intercultural competence develops. They will be exposed to intercultural strategies and learn and practise at least one skill that can help make intercultural interactions more successful. Mackintosh-Corry Hall, Room B176

### Thursday, Feb. 25, 10:30-Noon Open Spaces: Community-Service Learning

Facilitated Janette Leroux, School of Kinesiology and Health Studies, who will outline her research on "Exploring Transformative Learning in the Context of Community Service": "Community service-learning (CSL) is a pedagogical approach that brings learning outside of the classroom. While CSL is believed to hold unique and potentially transformative learning (TL) possibilities, it is unclear the-

oretically and pedagogically what constitutes and fosters TL in CSL practice. The current research will explore the nature of the TL experience in response to "disorienting dilemmas" as documented through content analysis of bi-weekly service-learning reflection logs, within the context of a full-year, upper-year health studies course that features a CSL component. Characterizing the different time-framed perspective transformation of students will allow more for purposeful design of transformative service-learning pedagogy."

### Friday, Feb. 26-Saturday, Feb. 27 FLSQ Conference: Gender, Wellbeing and the Politics of Imagination: Law, Culture, Compassion

Over 20 years ago, the Beijing Platform for Action was adopted at the United Nations Fourth World Conference on Women to secure active state engagement in bringing all laws, policies, and practices into compliance with the Convention on the Eradication of Discrimination against Women, to which Canada is signatory. Since then, the Organization for Economic Cooperation and Development (OECD) has also come to advocate wellbeing policies. In order to accelerate this discussion, the 2016 FLSQ International Women's Day conference will focus on how eliminating gender and intersecting discriminations will benefit all members of society

### Friday, Feb. 26, 8 am-Noon Quiet Writing Time for Faculty and Post-Docs

The office of the Vice-Principal (Research) is pleased to team up with the Library to offer communal space for quiet writing on a monthly basis to Queen's faculty and post-docs in

the Fireplace Reading Room, Stauffer Library. Register at [queensu.fluidsurveys.com/s/quiet\\_writing/](http://queensu.fluidsurveys.com/s/quiet_writing/)

### Tuesday, March 1, 9 am-noon How to Plan an Event on Campus

Queen's Event Services offers a full spectrum of professional event management services on campus. This workshop will provide participants with knowledge of available campus services and practical advice and tips from the experts at Queen's Event Services on how to successfully plan your events. In order to attend the workshop you must register through the Human Resources Learning Catalogue. Mackintosh-Corry Hall, Room B176

### Wednesday, March 2, 9 am-Noon OLAF Method of Time Management

Do you have notes scribbled all over the place? Do you think you might

have forgotten to do something? Do you have trouble falling asleep? Do you feel you're not getting close to reaching your goals? Do you lack focus? Use the OLAF Method to better manage your daily activities and increase your productivity and efficiency. Attend this seminar to discover the power of clear objectives and learn different styles of list making, strategies to help you maintain focus, and how to build an agenda that works for you. In order to attend the workshop you must register through the Human Resources Learning Catalogue. Mackintosh-Corry Hall, Room B176.

### Wednesday, March 2, 12-12:30 pm Lunchtime Breathing Meditations

You are welcome to join others in silent meditation for this half-hour. Suitable for beginners and experienced meditators. K. Denpa will lead

meditations on the second and fourth Wednesday of each month. Silent meditation on your own on the first and third Wednesdays. At the Ban Righ Centre.

### Thursday, March 3, 5-7 pm Koerner Visiting Artist Lecture

Ciara Phillips will be at Queen's from Feb. 21 to March 6 as the 2016 Koerner Visiting Artist in the BFA Programme. A Queen's graduate and 2014 nominee for Britain's prestigious Turner Prize, she will talk about her work in a public lecture at the Agnes. A reception follows. This is a great chance to meet a leading artist of our times. Phillips is an alumna of Queen's BFA, living in Glasgow.

If you have an upcoming event, you can post it to the Calendar of Events at [eventscalendar.queensu.ca/](http://eventscalendar.queensu.ca/), or contact [andrew.carroll@queensu.ca](mailto:andrew.carroll@queensu.ca).

### ACROSS

- 1) Certain term of respect
- 5) Caliph's faith
- 10) Dishonestly acquired booty
- 14) "The Princess Diaries" star Hathaway
- 15) Diving gear
- 16) Succulent plant
- 17) Picnic item, sometimes
- 20) Wound from a boxer?
- 21) Elbow conspiratorially
- 22) Short, straight punch
- 23) Homer's "Heck!"
- 24) "Caught in the act!"
- 26) Ophthalmologist's concern
- 28) Schooner's cargo, often
- 29) Shopping outlet
- 31) Little laugh
- 32) "Dog Barking at the Moon" painter Joan
- 34) "Christ the Redeemer" city
- 35) That lass
- 36) Picnic items, sometimes
- 41) Sound of pleasure
- 42) Big Band or Victorian
- 43) "Listen!" old-style
- 45) Hollywood's Eastwood
- 48) Lancelot and others
- 50) Wing-tip tip
- 51) Stumbling blocks
- 54) Busy pro in Apr.
- 55) Give a pink slip to
- 56) Possessive pronoun
- 57) Satisfy, as a debt
- 59) Enjoy a mystery
- 61) Picnic items, sometimes
- 65) Look \_\_\_ (explore)
- 66) Syllables sung while skipping
- 67) City near Lake Tahoe
- 68) Too inquisitive
- 69) Sprinkle all about
- 70) Former Soviet initials.

### DOWN

- 1) "Gaping" gullet
- 2) Like some steroids
- 3) Unlikely protagonist
- 4) High school sports event
- 5) Suffix for "Marx" or "capital"
- 6) Screenwriter's creation
- 7) Humdinger
- 8) Home
- 9) Rundown and filthy
- 10) Close friend
- 11) Wood of Hollywood
- 12) Vicinity
- 13) Debilitated
- 18) Photocopier tray filler, perhaps
- 19) Be hot under the collar
- 23) Hoover construction
- 25) Draconian
- 27) Tree with edible nuts
- 30) Firms up, as muscles
- 33) Ape of Borneo
- 35) Mentally acute
- 37) Word with "second" or "laws of"
- 38) First wheels, for many
- 39) Scones
- 40) Widens
- 44) Baseball's Griffey
- 45) Pay one's share
- 46) Spanglish speaker, often
- 47) Map parts
- 49) Kolkata dress
- 52) Creatures with six or more legs, typically
- 53) Baseball or tennis
- 58) At some distance
- 60) Stocking shade
- 62) Flirtatious
- 63) Bit of hesitation?
- 64) Word in the Postal Service creed

### PICNIC BASKET

By JOEL D. MEYERS

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68					69				70			

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A number may not appear twice in the same row or in the same column or in any of the nine 3x3 subregions.



## athletics and recreation

# Gaels shine at NBA All-Star Weekend

BY COMMUNICATIONS STAFF

The Queen's Gaels defeated the five-time defending CIS women's basketball champion No. 10 Windsor Lancers 60-41 at NBA Centre Court at the Enercare Centre in Toronto as part of the NBA All-Star Weekend festivities on Saturday, Feb. 13.

Andrea Priamo took home player of the game honours for Queen's thanks to a 12-point and 10-rebound performance while Jenny Wright led all scorers with 14 points.

### WRESTLING

Already well-known for her exploits on the rugby field with the CIS silver medal-winning Queen's Gaels, Gillian Pegg has now added OUA Outstanding Female Wrestler to her already-impressive sporting resume.



PHOTO BY ROBIN KASEM

The Queen's Gaels women's basketball team beat the Windsor Lancers at NBA Centre Court at the Enercare Centre in Toronto as part of the NBA All-Star Weekend festivities.

Pegg claimed the gold in the 82kg-class at the OUA Wrestling Championships, leading Queen's to a fifth-place finish in the women's team event. Over her career at Queen's Pegg has also won numerous All-Canadian honours

in rugby.

The Gaels men's team placed seventh overall.

Pegg now advances to the CIS Wrestling Championships, to be hosted by Brock University beginning Feb. 24.

### FENCING

For a second straight year, the Queen's Gaels claimed third place in the OUA Men's Fencing Championship hosted by the University of Ottawa, Feb. 13-14

For Queen's, John Wright took the gold in Individual Épée, winning the Desjarlais trophy, and Jimmy Wintle earned the silver medal in Individual Sabre. Both the Épée and Sabre teams won bronze in the team relay events.

### CURLING

The Queen's Gaels men's curling team reached the bronze final at the OUA Curling Championships in Guelph, but lost 7-3 against Brock University to finish in fourth place. The team finished a perfect 7-0 in round-robin play but lost to Waterloo in the semifinal.

On the women's side, the Gaels finished in seventh place.

## fittips

### Shoveling snow

Shoveling is one of the most common seasonal injuries. Here are some tips to have you shoveling smart!

- Take five to ten minutes to get the joints moving and increase your blood circulation by walking around the house or jog on the spot before you start.

- Keep up with the storm. If possible, removing snow over a period of hours will lessen the strain on your back and arms.

- Push, don't lift: one of the best techniques is to push the snow from the center of the driveway to the sides and lift from there. This reduces additional strain on the back from lifting and throwing.

- When lifting the snow, keep your loads light, always face towards the object you intend to lift and avoid twisting your back to move the snow.

- Wear breathable layers and good boots. Boots with good treads will help to minimize injuries from slipping.

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 Jaw Joint Treatment (TMJ) ~ Hygiene Services



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## HRworkshops

Queen's Human Resources offers a variety of individual workshops as well as lunch and learn sessions. See below for more information about a few of the upcoming sessions offered in the coming weeks. Visit the HR website to view the entire learning catalogue and to sign up.

**OLAF Method of Time Management**  
Wednesday, March 2, 9 am-noon,  
Mackintosh-Corry Hall, Room B176

Attend this seminar to discover the power of clear objectives and learn different styles of list making. Participants will learn how to develop strategies to help them maintain focus and build an agenda that works for them. (Departmental fee: \$50)

### Strategic Thinking

Thursday, March 3, 9 am-4 pm,  
Mackintosh-Corry Hall, Room B176

Participants will learn about the theory and techniques of strategic thinking. They will develop the skills needed to achieve strategic change, link vision and concepts to the desired outcome, and identify and influence decision-makers. (Departmental fee: \$50; part of the Administrative Professionals @ Queen's master certificate program)

### MS Excel – Advanced

Tuesday, March 8, 9 am-noon, Jeffrey Hall 156

Students will learn how to modify charts, use functions such as IF and VLOOKUP and create an advanced filter. They will also learn how to summarize a table using a PivotTable, a PivotChart and slicers. Students will learn how to restrict

data entry, analyze data using tools such as Scenario report, Goal Seek and grouped Subtotals. This course will include an overview of macros. (Departmental fee: \$50)

### Working with People on Projects

Tuesday, March 8, 9 am-4 pm,  
Mackintosh-Corry Hall, Room B176

This workshop compliments Lynda Pinnington's "Fundamentals of Project Management" by going deeper into the practical considerations people face working together on a project. Participants will learn to clearly identify responsibilities, establish communication plans and understand the essential elements required for successful project teams. (This is a stand-alone workshop and does not require prior completion of "Fundamentals of Project Management." Departmental fee: \$50)

### Principles of Project Management

Wednesday, March 9, 9 am-4 pm,  
Mackintosh-Corry Hall, Room B176

This workshop will focus on the technical and people factors that influence project success. Participants will learn how to plan projects, monitor progress and achieve desired results using tools and techniques to develop task lists, resource requirements and realistic project schedules. In addition, there will be a discussion on some of the people issues such as gaining cooperation and commitment, and leading effective project meetings. (Departmental fee: \$50; part of the Administrative Professionals @ Queen's certificate program)

## fortherecord

### Nominations

**Brockington Visitorship**, Chancellor Dunning Trust Lectureship, George Taylor Richardson Memorial Fund, Robert Sutherland Visitorship, Rosen Lecture Series

The Provost's Advisory Committee for the Promotion of the Arts invites nominations for the Brockington Visitorship, the Chancellor Dunning Trust Lectureship, the George Taylor Richardson Memorial Fund, the Robert Sutherland Visitorship and the Rosen Lecture Series. In order to encourage the broadest possible range of nominations, any person or group within the Queen's community is eligible to make a nomination. The deadline for submission is March 31, 2016. Please send one electronic copy of submission to provost@queensu.ca

#### Terms of reference

**Brockington Visitorship** — "To invite a person of international distinction to come to Queen's University to deliver a public lecture and to meet formally and informally with faculty and students."

**Chancellor Dunning Trust Lectureship** — "The Chancellor Dunning Lecturer will be expected to deliver a public lecture that promotes the understanding and appreciation of the supreme importance of the dignity, freedom and responsibility of the individual person in human society."

### George Taylor Richardson Memorial Fund

— "This fund provides grants to support public performances and exhibitions for the benefit of the Queen's and broader Kingston communities."

### Robert Sutherland Visitorship

— "The purpose of the Robert Sutherland Visitorship is to enable dialogue and inspire action around race-related, equity, and justice issues in order to shape our citizens of tomorrow."

**Rosen Lecture Series** — "The purpose of the series is to enable the wider community to better understand the living and vital tradition of Judaism, its relationship to other religious traditions and its role in the development of contemporary civilizations, and to explore the historical role played by Jews and Jewish thought."

### Membership of the Rosen Lecture Series Subcommittee

The Provost's Advisory Committee for the Promotion of the Arts invites applications for the following elected positions on the Rosen Lecture Series Subcommittee:

- 1 Faculty (2-year term)
- 1 Student (2-year term)

The deadline to submit an application is March 31, 2016. Further information is available on the Rosen Lecture Series Subcommittee webpage.

### 2016 Distinguished Service Awards

Queen's faculty, staff and retirees are invited to nominate candidates for a Queen's Distinguished Service Award. Inaugurated by the University Council in 1974, this award recognizes individuals who have made the university a better place through their extraordinary contributions. Recipients become Honorary Life Members of the Council.

Recent changes to the University Council By-laws now enable Queen's employees and retirees to nominate recipients, who will be recognized at the University Council Annual Dinner on Saturday, Nov. 5, 2016.

The guidelines, the nomination form and additional information are available at <http://www.queensu.ca/secretariat/university-council/distinguished-service-awards>

Please submit nominations to the University Council Executive Committee, care of the University Secretariat, by Friday, April 29, 2016 at 4 pm.

Please contact the University Secretariat at [ucouncil@queensu.ca](mailto:ucouncil@queensu.ca) or 613-533-6095/613-533-6095 if you have questions about the Distinguished Service Award or the nomination process.

## humanresources

### Job postings

Details regarding job postings – internal and external – can be found at [queensu.ca/humanresources/jobs](http://queensu.ca/humanresources/jobs). Applications for posted positions are accepted by email only to [working@queensu.ca](mailto:working@queensu.ca) before midnight on the closing date of the competition.

#### Competition: 2016-042

**Job Title:** Financial Assistant and Administrative Secretary (USW Local 2010)

**Department:** Faculty of Engineering and Applied Science

**Hiring Salary:** \$39,199 (Salary Grade 5)

**Hours per Week:** 35

**Appointment Terms:** Term Appointment (until Aug. 31, 2017)

**Closing Date:** 28-Feb-2016

#### Competition: 2016-039

**Job Title:** Facilities Supervisor

**Department:** Residence Facilities (Housing & Ancillary Services)

**Hiring Salary:** \$44,452 (Salary Grade 6)

**Hours per Week:** 37.5

**Appointment Terms:** Continuing Appointment

**Closing Date:** 26-Feb-2016

#### Competition: 2016-038

**Job Title:** Residence Life Program Assistant (USW Local 2010)

**Department:** Residences

**Hiring Salary:** \$39,199 (Salary Grade 5)

**Hours per Week:** 35

**Appointment Terms:** Term Appointment (1 year)

**Closing Date:** 01-Mar-2016

#### Competition: 2016-028A, 2016-028B, 2016-028C

**Job Title:** Recruitment Representative (USW Local 2010)

**Department:** Undergraduate Admission and Recruitment

**Hiring Salary:** \$44,452 (Salary Grade

6)

**Hours per Week:** 35

**Appointment Terms:** Term Appointment (until Dec. 9, 2016)

**Closing Date:** 29-Feb-2016

#### Competition: 2016-002

**Job Title:** Senior Manager, Program and Administration

**Department:** Queen's University Biological Station

**Hiring Salary:** \$60,770 (Salary Grade 9)

**Hours per Week:** 35

**Appointment Terms:** Continuing Appointment

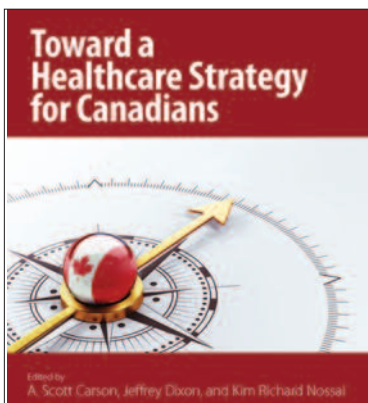
**Closing Date:** 06-Mar-2016

## books

*Toward a Healthcare Strategy for Canadians* - Edited by **A. Scott Carson (School of Policy Studies)**, **Jeffrey Dixon (School of Policy Studies)** and **Kim Richard Nossal (School of Policy Studies)**.

While Canadians are proud of their healthcare system, the reality is that it is fragmented and disorganized. Instead of a pan-Canadian system, it is a 'system of systems' - 13 provincial and territorial and one federal. As a result, Canadian healthcare has not only become one of the costliest in the world, but is falling well behind many developed countries in terms of quality.

Canadians increasingly realize that their healthcare system is no longer fiscally sustainable, yet change remains elusive. The standard claim is that Canada's multi-jurisdictional approach makes system-wide reform nearly impossible. *Toward a Healthcare Strategy for Canadians* disputes this reasoning, making the case for a comprehensive, system-wide, made-in-Canada healthcare strategy. It looks at the mechanics of change and suggests



ways in which the various participants in the system - governments, healthcare professionals, the private sector, and patients - can work collaboratively to transform a second-rate system.

Addressing critical issues of health human resources, electronic health records, integrated care, and pharmacare, *Toward a Healthcare Strategy for Canadians* shows how a system-wide strategic approach to this crucial policy area can make a difference in Canada's healthcare system in the future.

## PUZZLE SOLUTIONS

9	5	7	2	1	4	3	6	8
2	1	3	8	9	6	5	7	4
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3	2	5	7	8	1	6	4	9
1	7	9	4	6	2	8	5	3
8	4	6	9	5	3	7	1	2

PICNIC BASKET BY JOEL D. MEYERS

M	A	A	M	I	S	L	A	M	P	E	L	F		
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