Dear colleagues:

As we continue to navigate the disruptions and challenges caused by the COVID-19 pandemic, I’d like to express my gratitude for how our community has been responding.

We are all trying to make sense of this unprecedented situation. It is fluid, uncertain, unfair, and very demanding of us. I truly appreciate the hard work and ingenuity shown by our staff in recent months. You have worked tirelessly to develop and implement ways to support our students and help sustain their well-being. Thank you!

On February 28, we welcomed all first-year students back to campus after an extended return to in-person learning. This ought to have been something worth celebrating, however, I must admit, I had mixed emotions. This was not how we intended to start the winter term, and yet we found ourselves in a strikingly similar position last January. The promise of in-person learning was disrupted. The excitement of seeing friends and coworkers again was interrupted. So much of what makes Western special was put on pause while the province grappled with another COVID variant.

For over two years, we have done this ‘dance’, which has taken an emotional toll on all of us. Thank you for caring so much about each other and our campus community. It isn’t lost on me how difficult the past few months may have been.

We’re entering a time of renewal at Western. After all the sacrifices brought on by the pandemic, we are ready to move forward into our post-COVID future. I am optimistic about our future. We are seeing signs of positive regression in our city that give me hope campus will follow suit in short order.

As a division we are flourishing. Our commitment to service excellence remains steadfast, despite all the setbacks. In this edition of IN-HAS, you will read about some of the amazing accomplishments our teams have rolled out to keep students’ intact this term. Hospitality Services have discovered creative ways to serve food on campus and deploy staff to needy units. The Book Store continues to source trendy new products and deliver custom collections on demand. Our colleagues in HASIT consistently provide exceptional tech support to all the operations, and recently launched a new Jira system to improve efficiency.

I am delighted to see so much cross-division collaboration at a time when working together is seemingly more difficult.

I’ll end by reminding you that though government regulations are loosening, Western is keeping its masking mandate and vaccination policy in place until at least the end of this term. Our ultimate goal is to finish the term with in-person classes and exams. Thank you for being flexible and patient under these circumstances.

Best wishes for a safe, healthy, and happy spring.

Chris Alleyne
Associate Vice-President
Meals and snacks served as ‘Pop Ups’

With it understood that our first-year students would be returning a little later after the winter break, Hospitality Services needed to adjust its service model to accommodate those who had returned, in a sustainable way. Realistically, we couldn’t open all units across campus at that time, so the call came to provide a different approach to the offerings that would give those on campus a few non-traditional alternatives for a morning coffee, a pick-me-up, or a healthy and quick lunch. This initiative was a way to help de-densify the areas where our units were open.

Three pop-up locations across campus were determined to be the best approach to this; Support Services, Physics and Astronomy (later the Medical Sciences Building), and Lucy’s dining area in Somerville House.

All locations were modelled after a mini Timmy’s, proudly providing Tim Hortons Coffee and snacks. If we couldn’t open all of our Tim’s locations, at least we could bring a little Tim’s to the community.

At Lucy’s, we set up the ‘Green Leaf Express’ that offered the campus community a little menu reminder of the Green Leaf Café, which has been closed since the beginning of the pandemic. The express pop-up offered a condensed version of our Green Leaf Café buffet, with the grain and salad build-a-bowl options that so many on campus have been missing.

Another initiative taken was to brush the snow off the Angry Goose food truck and begin operations a little earlier than planned. Our Hospitality Services team bundled up to provide students and staff a delicious Lunar New Year themed noodle menu, that was sure to warm you up on a chilly winter day.

The pandemic has certainly provided many challenges for everyone on campus, however, like the rest of this proud community, Hospitality Services was up to the challenge, and continued to adapt the services we take great pride in offering.
NEW STUDY SPACES TO FUEL THE MIND AND THE APPETITE

On Monday, January 31, Western opened additional study spaces on campus, where food and drink could be consumed. This initiative commenced, in concert, with the return of students in second, third and fourth year to in-person learning.

To refresh your memory, at the time, restaurant-style and campus eatery seating was closed for sit-down dining. With online learning nearing its end for three-quarters of our undergraduate students, and foot traffic expected to increase on campus, this led to ramped up kitchen production and service levels, albeit only to accommodate takeout dining.

Naturally, everyone’s biggest worry was where students would sit and eat. It was a classic supply and demand quagmire.

To accommodate the demand for on-campus seating, Western converted a number of ‘flex spaces’ into physically distanced study halls:

- The Great Hall
- Lounge across from Lucy’s in Somerville House
- Former Brain and Mind space in Natural Sciences Centre
- Room 245 in Natural Sciences Centre
- Mustang Lounge

Because food and drink were permitted in these areas, students could temporarily remove their masks to eat or drink.

While this endeavour was jointly supported by Facilities Management (FM) and the University’s Student Council (USC), Hospitality Services staff monitored these spaces and was tasked with ensuring health and safety measures were followed. In addition to sanitizing their hands before entering the study spaces, students were given a Lysol wipe and asked to clean their tables before leaving.

Overall, things ran smoothly and after a few weeks, all but one of these spaces remain open as converted study space—a good sign that students are eager to study and dine on campus.
**GET YOUR AFTER-HOUR MEALS AT ANYTIME EATS**

Hospitality Services is excited to introduce a new fully-automated food hub in the UCC upper seating area called Anytime Eats! Anytime Eats features Pizza Forno, a freshly baked pizza concept ready in three minutes with seven pre-topped pizzas to choose from, Theo’s gourmet coffee concept which produces barista quality coffee beverages brewed to order, and Sally the Salad Bot offering customers customizable salad options at the touch of your fingertips. These automated units are available for customers’ enjoyment outside of the traditional hours of our eateries.

There has been a lot of early interest in the Pizza Forno concept from the Western community, some even taking selfies in front of the unit. As pizzas are ordered, one can smell the aroma emanating from the oven and it draws you in. We hope to see you there soon.

**EATERY LINEUPS—SOCIALLY DISTANCED AND DE-DENSIFIED**

If you’ve travelled through or dined at the UCC recently, you will have noticed some significant changes to the way that customers are able to access our eateries and seating spaces. Due to the constantly shifting and evolving pandemic, we had to re-think our service models. This included adjusting where guests line up to place their food orders, and where they could sit to have a meal while following capacity limitations.

It is said that necessity is the mother of innovation and often new ideas spring from less than ideal circumstances. Perhaps one of the more significant changes that occurred in our eateries was the need to physically distance and de-densify lineups. In the seating area, the tables and chairs were removed to create a new queuing area for Tim Hortons. As one of the busiest eateries on campus, Tim Hortons is known to have a reputation for long line ups, often stretching down the stairs and around the corner down the walkway. With the use of strategically placed stanchions at many of our eatery locations in the UCC including Tim Hortons, Subway and Starbucks, we have been able to manage our lineups more effectively.

**Centre (Spot)light**

If you haven’t visited CentreSpot in the UCC for a while, come by and check us out!

CentreSpot has a variety of food options to choose from including our very own burger concept, The FIXX, featuring smash burgers, a variety of poutine options made with fresh-cut fries, and crispy chicken sandwiches. Other food concepts at CentreSpot include Paramount offering healthy Middle Eastern cuisine with halal options, Manchu Wok a campus favorite serving fast Chinese cuisine, Pita Pit with fresh wraps and bowls, a cook-to-order pasta station, and a salad and soup station. ●
Before the winter break, the Book Store launched a custom Western collection that offered shoppers the opportunity to buy crews or hoods with custom text that reflected their connection to campus. Prior to this pre-order page, custom garments required larger minimum orders. While the Book Store does offer regular stock of ten different program hoods, Western University offers more than 400 different specializations, majors, and minors at the undergraduate level alone. While it would be impossible to accommodate stock for all these variations or to regularly complete single unit custom orders, the demand from the campus community was there to create garments that truly catered to their unique experience of Western.

The pre-order collection offered crews and hoods in purple or black with Western twill applique across the front and two specified areas on the garment for custom text embroideries such as their program name, residence building, or relationship to an existing student. The campaign produced sales of 184 units through our website and internal purchases. One of the biggest wins was building new connections within the campus community!

In the future, the custom Western collection will offer more selection, such as ¼ zip fleece garments. The short-term goal is to offer this pre-order page on our website multiple times throughout the year. In the long-term, the Book Store hopes to provide in-house custom decoration services such as direct-to-garment printing as well as providing custom arm embroidery for names, graduation year or program.
It’s a Team Effort!
Jacqueline Hassall
Associate Director, Hospitality Services

Hospitality Services (HS) pivoted and navigated through the pandemic over the last two years with much resilience, flexibility and adaptability. We are so proud of our teams and how they have risen to these challenges, a big thanks to you all!

HS employees are hired into one of three distinct areas: Great Hall Catering, Campus Eateries and Residence Dining. The pandemic created a unique ongoing situation that allowed some staff to experience working across campus in different areas. To facilitate this process, Lisa Johnson, Area Manager with Campus Dining Operations, became the point person to oversee staff placement. Lisa used a big picture lens to see the needs of each area, which is often tied to specific skill sets and priorities, shift across departments.

While the majority of HS staff maintained employment with us, many part-time employees did leave the organization through the ups and downs of the pandemic. With limited recruitment, the net effect is an overall depleted workforce. The division has swung wildly from trying to find engaged work for all staff during limited on-campus activities, to struggling to find enough people to staff open units and dining halls. Though often a challenging experience for many people, utilizing all available staff wherever they may be needed became essential to maintain continuity of services.

For instance, the shift to work from home and students to virtual learning resulted in the closure of many Campus Eateries. As first-year students were permitted to move into residence, available campus team members were welcomed into Residence Dining to complement the staffing levels. This new scheduling model ensured staffing and services could be maintained, maybe not at full levels, but sustainable levels.

Recently, in February, with a majority of first-year students studying virtually from home, while in-person classes resuming for upper-year students, the needs were reversed. A complement of Residence Dining staff supported Campus Eateries as units reopened and welcomed the Western community back to campus.

The sharing of resources between Great Hall Catering and Campus Eateries allows each area to utilize staff as effectively as possible. When catering demands are low, Campus Eateries happily welcomed those individuals within their units and vice-versa.

Additionally, over the last two years, HS staff were also deployed to the Western Vaccination Centre, as Health and Safety Monitors, Study Space Monitors, and to assist with assembly of gift boxes and Take Care packages.

As we close out 2021–22 academic year, the possibilities from these new learning and experiences may foster an opportunity to consider how our diverse teams might collaborate again by sharing resources, to the greater benefit of all.

Jacqueline Hassall
Associate Director, Hospitality Services
SPOTLIGHT

Rachel Cabunoc
Associate Director, Residence Life

Tiffany Wong
Student Marketing Assistant, HAS Marketing
Nervous and excited, Rachel Cabunoc was just 18 years old when she first stepped foot on campus to audition for the Don Wright Faculty of Music. Little did she know she was stepping into a place she would call home for the next decade. Eleven years and many leadership positions later, she is now the Associate Director of Residence Life.

Since day one of living in Delaware Hall, Rachel knew she wanted to be a part of the Residence and Housing community. Inspired by the passion fostered by her Sophs and Residence Don, it was a snap decision for her. On her journey to forming long-lasting relationships within the community, she met her partner, Alana, when they lived on the same floor in Ontario Hall during 2014–15. Rachel was the Academic Leadership Programmer (ALP), while Alana was the Head Soph during the first year Ontario Hall was opened. They both played key roles in shaping the culture of the building as student leaders. For Rachel, continuing her career as a housing professional for the years after residence became meaningful in different ways, and it has ultimately shaped how she leads today.

There is no such thing as a typical day at work for Rachel as the Associate Director of Residence Life. She thrives in the midst of what she calls a controlled chaos, a place of excitement and fluidity.

Currently, Rachel is working alongside others to review the ways that we support the evolving 24/7 needs of students in the residences. She takes pride in ensuring that roles are sustainable in effectively responding to activities during after-hours. Rachel attributes the success of their work to the support of her team. With the challenges that COVID-19 has brought to the community, there has been more change than stability in the last two years. However, “it’s comforting to know that you’re never handling things in a silo,” Rachel says. The commitment to manage risk while ensuring students’ safety remains at the forefront of their objectives.

“There’s no such thing as a typical day at work for Rachel as the Associate Director of Residence Life. She thrives in the midst of what she calls a controlled chaos, a place of excitement and fluidity.”

Rachel’s vision for Residence Life is to be a leader in acting towards anti-racism and anti-oppression within the University. She hopes to do so “in ways that we can be in the forefront of representing these values and ensuring that people entering their homes can feel valued and confident in calling out racism and oppression when it’s happening,” she explains. Rachel recognizes that there is still a lot of work that we can do, but to succeed, we must strive towards translating individual actions into collective actions.

“Rachel credits Chris Lengyell (Director of Housing) and Melissa Steadman (Associate Director, Residence Engagement), who encouraged her to take initiatives beyond her role in Residence Life, with her ability to be the change that she wants to see in the community. Understanding that no two students will ever have the same experience in residence, she says the key to creating a more inclusive environment is to move from words to action.”

Looking ahead, she’s excited about what’s to come. Beyond the workplace, Rachel is an avid rock climber and adventure seeker. You can catch her bouldering at Niagara Glen this summer.
Thinking of You—Take Care Packages for First Years

Rich Caccamo  
Strategic Priorities, Office of AVP, Housing & Ancillary Services

After two years in pandemic purgatory, one thing seems to be certain about January: forget about your day job.

Many of you will remember January 2021 when the HAS team pulled a rabbit out of a hat (or in our case, a piece of luggage out of a residence room) when Western announced a delayed return to in-person learning following the winter break. We mounted a stealthy operation to collect and ship students’ belongings that were needed to complete online coursework. It sure feels like déjà vu because 2022 had an eerily similar start.

Less than a week into a virtual second semester, Western announced that starting Monday, January 31, all second-, third- and fourth-year undergraduate- and graduate-level courses as well as second-entry professional programs would resume in person. Umm, but what about the first-years? Based on the increased transmission risks associated with Omicron in congregate living environments, Western decided that all first-year undergraduate level courses were to continue online until Monday, February 28.

Holding back a specific cohort of students was an unprecedented move (don’t fact check me). Without a doubt, Western wished they didn’t have to keep first years at home. Asking them to sacrifice time away from their friends and professors didn’t seem fair, but it was the safest course of action.

Western knew this decision would elicit mixed reactions. Everyone felt bad for first-year students, but sentiments alone wouldn’t be enough to soothe their purple glum. To say “keep hanging in there” seemed a bit insufficient. Something special had to be done to lift spirits. After all, hell hath no fury like a student scorned.

*In walks Chris Alleyne*

I don’t know how long it took but within days, probably hours, a plan was hatched to send first-year students goodie baskets, later renamed ‘Take Care’ packages, as a gesture to express Western’s gratitude for bearing this burden and to let them know we missed them.

You can imagine figuring out contents of the package was a complicated, yet comedic undertaking. After several brainstorm, Great Hall Catering pantry raids, and discussions with suppliers (shout out to our GM Buyers Tegan Pfaff and Jessie Karn), we landed on the perfect care package:

- Vegan, dark chocolate bar with Western logo
- Forrat’s hot chocolate package
- Lindt chocolates
- $25 Starbucks gift card
- Doodle colouring pad
- “We miss you” postcard
• Western Goose Sticker decal
• Cozy ‘cabin’ style socks
• Masks (1 pack of 25)
• COVID booster bookmark
• Rapid tests (residence only)

The contents were set, so next we needed a venue. As fate would have it, the former Health Services Centre in the basement of the UCC was recently vacated. This made for an ideal assembly and storage room. Given its close proximity to The Book Store Loading Dock, once packages were stuffed and stacked on palettes, it made for a quick and convenient exit onto the Purolator truck.

I’m sure you’re wondering who put these packages together. For that I have to thank a core team of Hospitality Services sessional staff, as well as a few all-star receivers from The Book Store (you know who you are) who put in the muscle to make this miracle happen. The best way to describe the scene in the assembly room is to envision Santa’s Workshop on Groundhog Day… a virtuous loop of box building, impromptu cheering, mashing of crinkle paper, and people shuffling around a maze of tables.

On Monday our goal was to ship nearly 4,900 care packages and stuff a total of 6,571 before the end of the week. Four unique versions of care packages had to be assembled (I’ll spare you the explanation). This meant over 1,600 packages needed to be set aside for first-year students who were already on campus or who had an international home address. Needless to say, we got the job done! I love when a great plan comes together.

The responses were better than expected. Within days of sending care packages in the mail our social media accounts and inboxes were flooded with thank you messages and images of happy students (and parents) opening their packages.

Of course, every good team needs a great leader. In this case, three leaders. I’d be remiss not to thank Darrin Barrow (The Book Store), Alisha Moosajee (Housing) and Song Do (Housing) for their masterful effort coordinating the entire logistical operation. Nice work team.
Combining Collaboration and Communications:

A LOOK AT

BLACK HISTORY MONTH

Lindsay Wiley
Marketing & Communications Coordinator, HAS Marketing
Whether we’re offering orange shirts to recognize the Indigenous experience, creating pop-up stations to educate students on the history of Black Excellence and the Black Experience, or offering themed cultural meals for International Week, our division has always come together to recognize different lived or cultural experiences in our campus community.

There is a lot of work done in our division for educational events like Indigenous History Month, Black History Month, International Women’s Day, and beyond. Historically, our offerings have always been promoted through our own websites, social media accounts, email campaigns, and posters. However, there is an entire campus community outside of our division that could benefit from these learning and engagement opportunities.

This got our HAS Marketing Team thinking about how we can work with our campus partners to better reach the community beyond the walls of our residence buildings, eateries, and the Book Store.

A big step in the right direction came just before the holidays in 2021. We were introduced to new campus partners from the Office of Equity, Diversity and Inclusion (EDI). This team was developed to lead the incorporation of equity, diversity and inclusion principles into campus programming, and advocate for equitable treatment of diverse groups on campus.

Based on our meeting, it was clear we had the same goal: work collaboratively on these educational campaigns to best reach our entire Western community. We didn’t want our efforts to exist in a silo—opportunities for education on campus will be more effective if we all come together.

We agreed that this could be accomplished by coming together early in the planning stages for upcoming campaigns and sharing resources like photography and design materials. Soon after this first meeting, we set our sights on an upcoming campaign to put it all into action: Black History Month.

A variety of educational opportunities were planned in our division. OREP created an educational blog post and set up pop-up booths with information on Black History throughout residence buildings. Meanwhile, the Book Store curated a collection of books created by Black authors or highlighting Black Excellence.

While the OREP initiatives were targeted at students in residence through social media and posters, the Book Store collection was identified as something that could be valuable to the entire campus community. The Book Store team, HAS Marketing, the EDI Office, and Central Communications worked closely to build up the book list, including some from speakers in a Western speaker series, and feature the collection on the campus-wide Black History Month landing page. This page was promoted all month long through the @westernuniversity social accounts.

Through our own digital channels, we were able to reach over 30,000 people online with our Black History Month resources, and this exposure is expanded significantly with the support from EDI and Central Communications.

This campaign was a great start to what will be an ongoing collaborative partnership. We’re proud to spread awareness about products, programming, and offerings developed within our division, and the more we work together with our campus partners, the more people at Western we can positively impact.
Hospitality Services staff have always been eager to learn and grow their skills at work. It is therefore a worthwhile objective to find ways to invest in their personal development and tap into their interests. During the slow down period of the weeks of January 16–29, we decided to offer opportunities for personal and professional development.

We called on David Schlotzhauer and Adam Craig, with Health and Wellbeing, Nutritionist Anne Zok, Sustainability Engagement Coordinator Jessica Cordez, and also some of our Housing colleagues. With their assistance, we were able to offer interesting sessions on topics such as Ergonomics, Allergen Risk Management, Managing Stress, Difficult Conversations, Gender-Based Violence, Diversity, Equity and Inclusion. The sessions were well attended by groups of 30, physically distanced in the Great Hall.

Additionally, we ran fun and exciting small group food classes in Delaware Hall. I facilitated fourteen Baking 101 sessions surrounding four different themes. The offerings included; pastry, pies and tarts, squares, bars and bites, scones, biscuits and breads and cupcakes, fillings, frostings and decoration. The four hour-long gatherings engaged staff in challenging workshops where employees learned the tricks of the trade and professional techniques. They had the opportunity to make and take their projects to share with coworkers, family and friends.

The staff felt a sense of accomplishment and excitement at their creations, especially the cupcake class, but the scone class was also a definite favourite. The many skills learned were transferrable to our residence kitchens, and all recipes were scaled in bulk thus improving the potential for future offerings for our customers. Relationships were built between new staff members, senior employees and staff from different units. These workshops help cultivate cohesive and motivated teams.

The beneficial events had a clear tie to Hospitality Services’ mission and values. They created unique, memorable, and personal experiences, fostering a positive work environment and creating an attitude of teamwork in the workplace.

We are confident this is an investment which will surely be paid back in full with dividends of improved employee confidence and morale.
Books to Look For

Stephen Cribar,
Associate Director, Sales & Procurement, Retail Services

Sea of Tranquility
By Emily St. John Mandel

‘Sea of Tranquility’ is a novel about time travel and metaphysics, from Vancouver Island in 1912 to a colony on the moon 500 years later. Detective Gaspéry-Jacques Roberts is hired to investigate an anomaly in the North American wilderness and uncovers a series of lives upended including an exiled son driven mad by beauty and mystery in a Canadian forest and a writer living in a colony on the moon as a pandemic ravages Earth.

Buffalo is the New Buffalo
By Chelsea Vowel

In ‘Buffalo is the New Buffalo’, Chelsea Vowel explores Indigenous existence and resistance and rewrites our shared history. Across these nine stories, Vowel “imagines otherwise,” charting new paths in the past, present, and future, from a Métis perspective. From a rougarou (shapeshifter) in the 19th century trying to solve a murder in her community to a Métis man who’s gored by a radioactive bison and gains super strength, these stories seek to understand the impact of colonization, remove its psychological baggage and recover ancestral traditions.

We Were Dreamers
By Simu Liu

Western alumnus, Simu Liu (HBA’11), details his journey from China to Canada to Hollywood, where he becomes the star of Marvel’s first Asian superhero film, Shang-Chi and the Legend of the Ten Rings. Born in China, Liu’s parents brought him to Canada when he was just four years old. As he grows up, he gets top marks in school, participates in national math competitions, and makes his parents proud. But less than a year out of college and disillusioned with the life laid out for him, Liu is determined to carve out his own path.

Live Well Collection
By Chef Shauna Versloot

Western alumna, Chef Shauna Versloot brings us the ‘Live Well Collection’, a mindful compilation of her most vibrant recipes, food stories, and culinary tips. Featuring over 280 full-colour pages captured through Alieska Robles’ lens to inspire you to channel your inner chef and thrive from the inside out. The book features mouth-watering images designed to inspire the readers to live well, support local producers and incorporate wholesome food into their lifestyle. This is a feel-good family cookbook, a celebration of wholesome ingredients, and a heartfelt invitation to live well!