

**BOARD OF GOVERNORS
November 30, 2022
Jorgenson Hall – JOR 1410
380 Victoria Street
9:00 a.m. to 11:00 a.m.**

Time	Item	Presenter/s	Action
9:00	1. IN-CAMERA DISCUSSION (Board Members Only)	Tony Staffieri	Information
	2. IN-CAMERA DISCUSSION (Executive Group Invited)	Tony Staffieri	Information
10:30	END OF IN-CAMERA SESSION		
	4. INTRODUCTION	Tony Staffieri	
	4.1 Welcome		
	4.1.1 Land Acknowledgement		
	4.1.2 Chair's Remarks		
	4.2 Approval of the November 30, 2022 Agenda		Approval
5.	REPORT FROM THE PRESIDENT	Mohamed Lachemi	Information
6.	REPORT FROM THE SECRETARY	Julia Shin Doi	Information
	6.1 Board of Governors Election Dates 2023		
7.	REPORT FROM THE INTERIM PROVOST AND VICE PRESIDENT ACADEMIC	Roberta Iannacito-Provenzano	Information
	7.1 The Academic Year Ahead		
10:50	8. DISCUSSION ITEMS		
	8.1 REPORT FROM THE CHAIR OF THE EMPLOYEE RELATIONS AND PENSIONS COMMITTEE	Rob Graham	Information

8.1.1 Amendment #7 to the Ryerson Retirement Pension Plan

**Joanne McKee
Jan Neiman
Jenny O'Donnell**

Approval

8.1.2 Amended and Restated Total Earnings Supplemental Plan for Employees of Ryerson University

**Joanne McKee
Jan Neiman
Jenny O'Donnell**

Approval

9. REPORT FROM THE CHAIR OF THE FINANCE COMMITTEE

David Porter

Information

9.1 Financial Statements (unaudited) for the period ending October 31, 2022

Joanne McKee

Approval

10. FOR INFORMATION

10.1 REPORT FROM THE CHAIR OF THE FINANCE COMMITTEE

David Porter

Information

10.1.1 Fiera Capital Report - September 30, 2022

Joanne McKee

Information

10.1.2 2022-23 Enrolment Update

Glenn Craney

Information

10.2 2021-2022 Sexual Violence Policy Report

Anver Saloojee
Roberta Iannacito-Provenzano
Saeed Zolfaghari
Jen McMillen

Information

10.3 Periodic Program Review Summary and Implementation Plan Reports approved in 2021-2022

Roberta Iannacito-Provenzano
Cynthia Holmes

Information

10.4 Graduating Student Survey 2021

Glenn Craney

Information

11. CONSENT AGENDA

11.1 Approval of the September 28, 2022 Minutes

Tony Staffieri

Approval

11:00 12. TERMINATION

NEXT MEETING: January 30, 2023

Index of Presenters

Board Members:

Rob Graham, Chair of the Employee Relations and Pensions Committee
Mohamed Lachemi, President & Vice-Chancellor
Catherine Paisley, Chair of the Audit Committee and Chair of the Governance Committee
David Porter, Chair of the Finance Committee
Tony Staffieri, Board Chair

Executive Group Members:

Glenn Craney, Chief Strategy Officer
Roberta Iannacito-Provenzano, Interim Provost and Vice-President, Academic
Joanne McKee, Chief Financial Officer
Anver Saloojee, Interim Vice-President, Equity and Community Inclusion
Julia Shin Doi, General Counsel, Secretary of the Board of Governors, and University Privacy Officer
Saeed Zolfaghari, Vice-President, Administration and Operations

Senior Management and Other Presenters:

Molly Anthony, Director, Real Estate, Facilities Management and Development
Mira Backo-Shannon, Vice-President, Clinical Programs and Innovation, Ontario Health (Central Region); Fellow, Health System Learning at The Institute for Better Health, Trillium Health Partners
Cynthia Holmes, Interim Vice-Provost, Academic
Glenda Mallon, Assistant Vice President, Facilities Management & Development
Jen McMillen, Vice-Provost, Students
Jan Neiman, Director, Pensions and Benefits
Jenny O'Donnell, Chief Human Resources Officer
Andrew Padmos, Dean of Record for Toronto Metropolitan University School of Medicine

HONORARY DOCTORATES

Sincere thanks to all those involved in honorary doctorate nominations, and to the Awards and Ceremonials Committee. On October 12 and 13, we honoured:

Lynn Factor – advocate, social worker, leader, and manager in the field of child welfare; philanthropist; Doctor of Laws.

Toby Heaps – CEO and co-founder of sustainable economy media and research company Corporate Knights; Doctor of Laws.

Neville Poy – plastic and reconstructive surgeon and inaugural director of the burn unit at Scarborough Hospital; art photographer; Doctor of Laws.

Vivienne Poy – first Asian-Canadian to be appointed to the Canadian senate; founder of fashion design company Vivienne Poy Mode; author; philanthropist; Doctor of Laws.

APPOINTMENTS

Glenn Craney has been appointed TMU's inaugural chief strategy officer (CSO). Glenn's duties to date as deputy provost, international and university planning, will be encompassed within his new role as the University Planning Office becomes part of the new CSO office. As CSO, Glenn will be responsible for embedding the university's Strategic Vision and five supporting plans into a single overarching strategy. He will also oversee a refreshed budget strategy for the university, and his office will work closely with the university's executive leadership to build and maintain a broader collaborative approach to initiatives, such as a new internationalization strategy and plans for the school of medicine. Glenn joined TMU in 2018 from the Ontario government, where, as assistant deputy minister of postsecondary education, he managed operating and capital grants for universities and colleges. He was also the founding executive director of Ontario's Credit Transfer Agency and has held planning and policy positions at York University and the University of Guelph.

Tanya "Toni" De Mello has been appointed vice-president, equity and community inclusion effective January 1, 2023. She brings 25 years of experience in equity, diversity, and inclusion to the role, with over 15 years working in the administration of post-secondary education. Toni joined TMU in 2017 as director of human rights in the Office of the Vice President, Equity and Community Inclusion (OVPECI), and she currently serves as assistant dean, student programming, development and equity at the Lincoln Alexander School of Law, where she provides strategic advice and counsel to the dean. Previously, she was the equity and diversity officer at University of Toronto Scarborough. She is the holder of the 2019 Emerging Leadership Award, given by the Canadian Association for the Prevention of Discrimination and Harassment (CAPDHHE). Toni is a human rights lawyer and has a BCL (Civil Law)/LLB (Common Law) from

McGill University and a PhD in law from the University of Toronto. She also holds a Masters in Public Affairs and Urban and Regional Planning from Princeton University.

Roberta Iannacito-Provenzano has been appointed interim provost and vice-president, academic effective October 1, 2022. She is also currently a professor of Languages, Literatures and Cultures. Roberta joined us in 2020 from York University, where she was associate dean of faculty affairs in the Faculty of Liberal Arts & Professional Studies. Prior to this, she was the faculty's associate dean of programs and chair of the Department of Languages, Literatures and Linguistics. Roberta holds a PhD in Italian Linguistics and an MA in Italian Studies from the University of Toronto and a BA (Hons) from York in Italian and French. The search process is underway for the provost and vice-president, academic.

Jennifer Simpson has been appointed special advisor to the president effective October 1, 2022. In her new position, she will be focusing on EDID, specifically with regards to the Standing Strong Task Force recommendations for curriculum transformation.

CONGRATULATIONS

Professors *Sarah Henstra* (English), *Carolyn Kane* (Professional Communication), and *Atefeh Mashatan* (IT Management) have been selected as University of Toronto, Massey College's, visiting fellows for the 2022–23 academic year. They will receive space and resources at the college to pursue their research and creative endeavours. Henstra will be working on her forthcoming novel, *Dragonfly*, and Kane on her monograph *Electrographic Architecture: New York Color, Las Vegas Light, and America's White Imaginary*; Mashatan will be broadening her multidisciplinary cybersecurity research.

Farrah Khan, manager of Consent Comes First, the Office of Sexual Violence Support and Education, has been named one of six recipients of the 2022 Governor General's Award in Commemoration of the Persons Case. The federal government's announcement of the recipients called them "trailblazers" who "are continuing to advance gender equality in Canada."

The *Ted Rogers MBA program* has ranked third in Bloomberg Businessweek's survey of MBA programs in Canada for the second year in a row. The ranking is based on over 18,500 surveys completed by students, alumni, and employers, as well as on compensation and employment data. Aside from its overall ranking, the program ranked third in Canada for compensation for students after graduation, third for learning, and fifth for entrepreneurship. It has also been ranked second in Canada, and eighth internationally, by the Corporate Knights Better World MBA Ranking—an improvement over last year's ranking of third and eleventh, respectively. The Corporate Knights ranking tracks sustainability in core courses and research, as well as diversity of faculty and the sustainability impact of alumni.

PARTNERSHIP

PASCAL SIAKAM AND THE LAW SCHOOL – On September 21, at a reception held on campus, the Lincoln Alexander School of Law announced a generous donation by Toronto Raptors star Pascal Siakam and his PS43 Foundation. The gift enabled the School's Summer Experiences program to include organizations that would otherwise have been financially

prohibited from engaging students in summer roles—and which operate in areas that are not often presented to students as career options. Twelve students were able to gain valuable skills at organizations serving equity-deserving communities that face systemic barriers to the legal system, education, and social and mental health services. At the reception, Siakam spoke about the value of giving law students an “empowering experience that can transform their futures.”

EVENTS AND INITIATIVES

UKRAINIAN STUDENTS’ HIGH SCHOOL EXAMS – On August 17, the Ted Rogers School of Management (TRSM) hosted an entrance exam for Ukrainian universities for 26 displaced Ukrainian high school students. TMU was selected by the Council of Ministers of Education as one of two Canadian sites to host students from Ukraine who completed their work in a TRSM computer lab. The initiative was led by Canadian-Ukrainian information technology management professor Anatoliy Gruzd, who is director of research at the Social Media Lab. TRSM received a letter from the Ministry of Education and Science of Ukraine thanking the coordinators “for their assistance and support in a difficult period for our country, and for creating ideal conditions for the participants.”

PEOPLE, POWER, & THE PARK – From September 15 to 22, the Office of Social Innovation, in partnership with nine community organizations, presented *People, Power, & the Park*, a four-day festival celebrating the history of Allan Gardens. The festival featured musical performances, storytelling and poetry, children’s activities, and guided walks, as well as an exhibition of material from local and national archives curated by students in Urban and Regional Planning and The Creative School’s Design Solutions Supercourse. The exhibition highlighted historical figures, community action and protests, and the ongoing role of organizations that steward the land and provide support for those in under-resourced neighbourhoods in the area. Some of its installations then went on display at the Paul H. Cocker Gallery from September 30 to October 27.

ORANGE SHIRT DAY – On September 30, the National Day of Truth and Reconciliation, TMU hosted its sixth annual Orange Shirt Day to raise awareness about the impact of the residential school system and to advance reconciliation. Orange Shirt Day started with welcoming remarks and a blessing by Joanne Dallaire, elder (Ke Shay Hayo) and senior advisor, Indigenous Relations and Reconciliation, and Chair of the Aboriginal Education Council. Events included children’s storytime, mural- and button-making, a silent meditation walk around campus, and a virtual tour of the Woodland Cultural Centre, formerly the Mohawk Institute Residential School. Events were organized by a committee that included the Aboriginal Education Council, Aboriginal Initiatives; Aboriginal Student Services; Central Communications; the Centre for Excellence in Learning and Teaching; Early Childhood Studies; the Library; the Office of the Provost and Vice-President, Academic; and Student Affairs.

ALUMNI MONTH – October was Alumni Month at TMU, with a slate of free events held both online and across campus for alumni and friends. Highlights included the annual Alumni Achievement Awards held in-person for the first time since 2019 and also livestreamed; the TRSM Alumni Achievement Awards; mixers for TMU’s 2SLGBTQ+ and Black alumni and communities; panel discussions on Black youth in the criminal justice system, housing in Canada, and sustainability in fashion; “Science and Improv,” an event showcasing connections

between unscripted comedy and science, presented by Faculty of Science (FOS) Dean David Cramb and Big Dog Theatre; and a screening of short documentaries co-hosted by the Faculty of Arts and Hot Docs.

DMZ REOPENS IN NYC – On October 20, the DMZ announced the reopening of its office in New York City. The former office opened in 2017 and supported nearly 60 startups before closing amid travel restrictions during the pandemic. The new office, located in Manhattan's Financial District, will support Canadian startups looking to expand into the United States by facilitating access to, and attracting, potential investors, partners and customers, as well as by connecting the startups with U.S. trade and investment offices.

DEFENCE MINISTER ANAND ON CAMPUS – On October 21, Canada's minister of defence, Anita Anand, participated in the Democracy Forum event "Defending Democracies: Defence Minister Anita Anand on Ukraine & the World." Hosted on campus by visiting practitioner Martin Regg Cohn, the discussion covered the extent of Canada's military support for Ukraine, challenges with recruiting soldiers, addressing sexism in the military and effecting culture change, and balancing the need to protect free speech and the right to protest with the need to protect politicians' safety.

INDIGENOUS MURAL INSTALLATION – On October 25, TMU unveiled the mural *Paisajes de Nosotros (Landscapes of Us)* on the west-facing wall of Kerr Hall West at Gould Street and Nelson Mandela Walk. The mural, a collaboration between artists Niap (Nancy Saunders) from Kuujuaq in Nunavik (northern Quebec), and Olinda Reshijabe Silvano from Lima, Peru, was commissioned by the university. It is part of the interdisciplinary project "Arctic/Amazon: Networks of Global Indigeneity," curated by Gerald McMaster, director of the Wapatah centre at OCADU. The mural's colour scheme evokes ice, the Northern Lights, Inuit cosmologies, and symbolism from the North, and its bold graphics and ancient *kené* designs evoke woven visualizations of plant songs by the Shipibo-Konibo peoples of the Amazon. The mural is the third public art piece recently installed on campus as part of TMU's commitment to increase Indigenous placemaking, a priority set forth in the Campus Master Plan.

LEGALLY CHANGING THE UNIVERSITY'S NAME – On October 27, Minister of Colleges and Universities Jill Dunlop tabled Bill 26, which includes an amendment to the 1977 *Ryerson University Act* to change our university's name to Toronto Metropolitan University. The bill has passed its first and second reading in the Ontario Legislature. The university has operated as TMU since the new name was approved by the board of governors on April 26, but the amendment is necessary for the new name to be recognized legally. Following parliamentary procedure, the bill will now be reviewed by a standing committee of the legislature and then voted on a third time by the legislature—at which point the bill will receive royal assent.

from the President's Calendar

September 9, 2022: I met with James St. John, director of the Central Ontario Building Trades program Hammer Heads, to discuss collaborative efforts to engage young tradespeople from under-resourced neighbourhoods in construction.

September 9, 2022: Along with other leaders from TMU, I met with a team from the real estate organization NorthWest HealthCare Properties, including Managing Director, Canada, Dave Casimiro, to continue our conversation about potential collaboration on the medical school.

September 9, 2022: I spoke with Sal Rabbani, president of the Empire Club of Canada, to discuss the Club's upcoming programming and the possibility of engaging TMU students.

September 12, 2022: I pre-recorded remarks for the 100 Accomplished Black Canadian Women 2022 Book Launch and Gala, which was held on September 17th. I congratulated the book's co-authors—including Denise O'Neil Green, former TMU vice-president, equity and community inclusion—and the honorees, including six from TMU.

September 12, 2022: Along with John MacRitchie, assistant vice-president, Zone Learning and Strategic Initiatives, I welcomed a delegation from Desjardins to the DMZ for a tour of the Launchpad for Entrepreneurs powered by Desjardins and a discussion about promoting the program to Desjardins' youth-focused partner organizations.

September 13, 2022: To mark the end of the National Student Recruitment Team's annual training program, I delivered remarks to team members about the new academic year, encouraging their work as some of TMU's greatest ambassadors, champions, and storytellers.

September 13, 2022: I hosted a discussion about mentorship with four members of the CivicMatch Rising Leaders program, which encourages rising leaders in the Greater Toronto and Hamilton Area who are interested in advancing towards new leadership opportunities.

September 13, 2022: I met with Bobby Sniderman, owner of the Senator Restaurant and Winebar, to continue our discussion about TMU's role in community engagement and city-building.

September 14, 2022: I stopped by the Zone Street Fair on Gould Street to meet with student entrepreneurs who were showcasing their projects.

September 14, 2022: Along with Chief Strategy Officer Glenn Craney, I met with University Health Network (UHN) President and CEO Kevin Smith and UHN Chief Medical Officer, Brian Hodges, and the Wilson Center Scientific Director Nicole Woods, to continue our conversation about potential collaborations on medical education.

September 14, 2022: As past chair of the Council of Ontario Universities, I attended a meeting of the council's Strategy and Planning Working Group.

September 15, 2022: I was pleased to attend the launch event for the Red Bull Gaming Hub, where I delivered remarks about how the space perfectly captures TMU values such as partnership, innovation, disruption, and boldness, while creating engaging experiential learning experiences for students.

September 15, 2022: I joined the TMU homecoming celebrations at Lake Devo and then welcomed the crowd to the Mattamy Athletic Centre where I attended the women's hockey homecoming game between TMU and Concordia.

September 16, 2022: In Brampton, I met with Brampton North MPP Graham McGregor to update him on the progress of TMU's medical school.

September 16, 2022: In Brampton, I met with Treasury Board President and Brampton South MPP Prabmeet Singh Sarkaria to update him on the progress of TMU's medical school.

September 19, 2022: I had an introductory meeting with Allen Lau, co-founder and former CEO of Wattpad and co-founder of the investment fund Two Small Fish Ventures, to discuss potential collaborations related to innovation, science, and technology.

September 19, 2022: I pre-recorded remarks to be delivered at the Reconciliation in Business 2022 Conference on September 25th. I spoke about TRSM's, and TMU's, commitments to

creating more opportunities for Indigenous people to succeed in every sector of the economy.

September 20, 2022: I met online with David Agnew, president of Seneca College, to discuss how TMU can contribute to the United Way's 2022 campaign.

September 20, 2022: As a head-table guest, I attended the Empire Club of Canada's event "Power of Private Markets in Driving Innovation," which featured a conversation between Damien Steel, global head of ventures and managing partner at OMERS Ventures and Fred Lalonde, co-founder and CEO of the travel app Hopper.

September 21, 2022: I filmed a live segment for Breakfast Television with host and TMU Radio and Television Broadcasting Technology alumna, Deepa Prashad, in front of the "Made of Grit" signage on the Image Centre building to discuss the rollout of TMU's new promotional campaign.

September 21, 2022: Along with Glenn Craney and Interim Executive Director, TMU Global Todd Carmichael, I met with a delegation from Sri Lanka including Minister of Education Susil Premajayantha to discuss the possibility of collaboration with Sri Lankan universities.

September 21, 2022: I had a meeting with Joanne Collins Smee, president of Xerox Americas, to continue the conversation between TMU and Xerox about potential collaboration in the areas of digital and physical production.

September 21, 2022: At the Peter Bronfman Learning Centre, I thanked Pascal Siakam and his PS43 Foundation for their generous gift to the Lincoln Alexander School of Law, which allowed students in the Summer Projects in the Public Interest program to gain meaningful paid work experience with organizations working toward positive social change.

September 22, 2022: I stopped by the Office of Social Innovation (OSI)'s *People, Power, and the Park* festival in Allan Gardens to congratulate OSI Executive Director Melanie Panitch and thank her team for their work.

September 27, 2022: I hosted a visit to the DMZ for Susan Walsh, president and CEO of Northumberland Hills Hospital, and her chief of staff, Mukesh Bhargava, to introduce them to our innovation ecosystem.

September 27, 2022: Along with Vice-President, University Advancement Ian Mishkel, I attended Graywood Developments' "Bike for TMU" event at Church Street and Dundas Street, which raised \$100,000 to support the TMU Urban Farm.

September 28, 2022: I chaired a regular online meeting of the School of Medicine Development Committee.

September 28, 2022: I attended the tenth anniversary celebration of the Image Centre (IMC), during which I delivered remarks praising the IMC, the School of Image Arts, and the Creative School for creating a space that is constantly elevating the reputation and profile of our university while providing students with a platform to expose their work widely.

September 29, 2022: As a member, I attended a regular meeting of the COU's executive committee.

September 29, 2022: I met with Frank Stronach, founder of Stronach International, to discuss potential collaborations on public policy in relation to his "Ideal Society" imperative.

September 30, 2022: I delivered welcome remarks at TMU's Orange Shirt Day event, outlining recent steps the university has taken on the journey to reconciliation and reaffirming our commitment to implementing all of the recommendations in the Standing Strong Task Force report and the Ryerson TRC Report from 2019.

September 30, 2022: I met with healthcare innovation consultant William Wallace MacKinnon to discuss potential collaboration on the medical school.

October 2, 2022: I visited the TMU booth at the Ontario Universities Fair—which returned this year to the Metro Convention Centre—to support our committed volunteers.

October 3, 2022: I joined a meeting of TMU's human resources team to thank them for their support and commitment throughout the pandemic, and to update them on the University's priorities and strategic planning for the year ahead.

October 3, 2022: I hosted Michael Tibollo, Ontario's associate minister of mental health and addictions, for a tour of the TMU campus, highlighting areas of the SLC such as Student Life & Learning Support and Academic Accommodation Support; we discussed the University's plans for improving student wellbeing and updated him on the medical school.

October 3, 2022: I participated in a virtual meeting of the Presidents' Social Impact Collaboration, hosted by the McConnell Foundation, during which I and other Canadian university presidents discussed collective action to address the climate emergency.

October 3, 2022: Honorary Board member Nadir Mohamed and I hosted a dinner in celebration of Chancellor Janice Fukakusa's investiture into the Order of Canada.

October 5, 2022: I was pleased to hold introductory meetings with the new presidents of the Toronto Metropolitan Students Union (Marina Gerges), the Toronto Metropolitan Graduate Students Union (Charlotte Ferworn), and the Toronto Metropolitan Association of Part-time Students (Steph Rychlo).

October 6, 2022: I attended a brunch for the TMU students and alumni who are being recognized by the Global Undergraduate Awards in November with awards and commendations. I was proud to congratulate them on their research excellence, and to recognize their dedication and hard work.

October 6, 2022: I attended the launch of the vaccination pop-up clinic for students, staff, and faculty in the SLC amphitheatre to speak with and encourage the TMU community members working there.

October 6, 2022: I dropped into the Urban Farm's Harvest Party on the roof of the Daphne Cockwell Health Sciences Complex, where I thanked the community members who grow fresh and culturally significant crops at both of our rooftop farms for their support of the health and wellbeing of students and the community.

October 6, 2022: I met with the new executive team of the TMU Muslim Students' Association to discuss their initiatives for the coming year and how we can work together to enhance the Muslim student experience.

October 6, 2022: I attended the Canadian Chamber of Commerce Reception & Award Dinner in honour of Wes Hall (honorary DLaws '21), who was named Canadian Business Leader of the Year, and Ed Sonshine (honorary DLaws '22), who received the Canadian Business Leader Lifetime Achievement award.

October 7, 2022: Over lunch, I met with Dave Casimiro and Paul Dalla Lana, chairman and CEO of NorthWest Healthcare Properties, to continue our conversation about potential collaboration with Northwest on the medical school.

October 11, 2022: Ian Mishkel and I met online with Blake Hutcheson, president and CEO of the Ontario Municipal Employees Retirement System, to update him on TMU's progress on the goals set forth in our Campus Master Plan.

October 11, 2022: At Iron Workers Local 721 in Etobicoke, I attended an orientation session for the new cohort of the Central Ontario Building Trades program Hammer Heads, led by its director, James St. John. TMU has an ongoing collaboration with the program in engaging young tradespeople from under-resourced neighbourhoods.

October 12 to 13, 2022: I attended convocation ceremonies for graduates from the Faculty of Arts and The Creative School (October 12), the TRSM and FOS (October 13, morning), and the Faculty of Engineering and Architectural Science, the Faculty of Community Services, and The Chang School (October 13, afternoon).

October 13, 2022: As past chair of the Council of Ontario Universities (COU), I attended a regular virtual meeting of the council.

October 13, 2022: At the Alumni Month event “Flourishing: A Mixer for Black Alumni and Friends,” held at the Image Centre, I was pleased to deliver remarks praising Black catalysts for change on our campus and reaffirming TMU’s commitment to implementing the recommendations in the Anti-Black Racism Campus Climate Review Report.

October 17, 2022: Over lunch, I met with Mamdouh Shoukri, former president of York University and board member of Universities Canada in Egypt, to update him on the progress of TMU’s campus in Cairo.

October 17, 2022: I chaired a regular online meeting of the Universities Canada Finance Committee.

October 17, 2022: In Brampton, I gave remarks at the launch reception for the Rogers Cybersecure Catalyst’s Mastercard Emerging Leaders Cyber Initiative, at which I welcomed the participants—30 high-potential women and non-binary leaders in cybersecurity and cyber-adjacent roles—and thanked organizers, sponsors, and partners for helping TMU open the doors of opportunity in the sector.

October 18, 2022: I met with Melinda Rogers-Hixon, deputy chair of Rogers Communications, to update her on the progress of the medical school.

October 18, 2022: At the Student Learning Centre (SLC), I welcomed members of the Ontario Committee on Student Affairs to campus as part of their two-day visit led by the committee’s new chair, TMU Vice-Provost, Students Jen McMillen.

October 19, 2022: I met with Mr. Rangaswami, founder and chair of the non-profit community of Indian leaders Indiaspora, to discuss TMU’s institutional and research partnerships with Indian organizations.

October 19, 2022: I attended a DMZ Ventures board and advisory council social, which featured a startup pitch competition and a keynote address by Globe and Mail Editor-in-Chief David Walmsley.

October 20, 2022: Along with Associate Director of Government Relations Matthew Baker, I met with Nathalie Gahimbare, policy advisor for FedDev, Innovation, and Science for the Prime Minister’s Office, to update her about TMU’s medical school and cybersecurity initiatives.

October 20, 2022: At the George Vari Engineering Building, I delivered welcoming remarks for the opening of the Hungarian Heritage Month Photo Exhibit, during which I spoke about Hungarian-Canadian real estate developer and philanthropist George Vari, a mentor to me and a dear friend of TMU.

October 21, 2022: I had a phone interview with Diana Duong, news reporter for the Canadian Medical Association Journal, for a feature article she is writing about TMU’s school of medicine.

October 21, 2022: I chaired a regular online meeting of the School of Medicine Development Committee.

October 21, 2022: I welcomed Minister of Defence Anita Anand to campus for the Democracy Forum event “Defending Democracies,” at which I delivered opening remarks.

October 21, 2022: Along with a group of TMU leaders, I attended the Trillium Diwali Gala in Brampton, in support of Trillium Health Partners and the Peter Gilgan Mississauga Hospital.

October 24, 2022: Along with Chief of Staff and Executive Director of Communications Michael Forbes, Interim Vice-President, Equity and Community Inclusion Anver Saloojee, and Jen McMillen, I met with a group of Iranian students at TMU to discuss the political violence in Iran and how we can best support TMU students during this difficult time.

October 25–26, 2022: Over two days in Ottawa, I participated in Universities Canada's Fall 2022 membership meeting, "Forward together: Trailblazing Beyond Recovery."

October 25, 2022: In Ottawa, Matthew Baker and I met with Brampton South MP Sonia Sidhu to update her on planning for the medical school and on the progress of other important TMU initiatives.

October 26, 2022: In Ottawa, Matthew Baker and I met with Kathryn Nowers, former director of policy to the minister of health, to update her on the progress of our medical school planning.

October 26, 2022: In Ottawa, Matthew Baker and I met with Olga Radchenko, chief of staff to the federal minister of immigration, refugees, and citizenship, to discuss ways to support international students' obtaining visas.

October 26, 2022: In Ottawa, Matthew Baker and I met with MP Ruby Sahota to provide updates about the success of the Future Skills Centre and the Rogers Cybersecurity Catalyst, as well as medical school planning. Each conversation turned to the need for more federal funding in those areas and the need for federal partnership for the medical school.

October 27, 2022: Along with Chief Strategy Officer Glenn Craney, I spoke with staff from the Ministry of Colleges and Universities who informed us that the provincial government would shortly be starting the process of legally renaming the university by tabling Bill 26.

October 27, 2022: In my capacity as chair of Universities Canada's finance committee, I attended a Universities Canada board meeting.

October 27, 2022: Along with TMU Global's interim executive director Todd Carmichael and director Sara Berman, I hosted Salem Al-Naemi, president of the University of Doha for Science and Technology (UDST), as well as Mohammed Bin Saleh Al-Sada, chairman of Qatar Solar Technologies, and Ibrahim Bin Saleh Al-Naimi, undersecretary of Qatar's ministry of education and higher education, for a campus tour. We discussed areas of potential collaboration between TMU and UDST.

October 28, 2022: I was interviewed by Julian Demkiw, the University of Saskatchewan's university secretary and chief governance officer, for his PhD dissertation on success in Canadian university presidency.

October 29, 2022: I met with Sajjad Ebrahim (honorary DLaws '19), president of the Canadian Jaffari Muslim Foundation, to continue our discussion about the progress of TMU's medical school.

October 31, 2022: I attended a Canadian Club of Toronto breakfast event, at which Ontario Finance Minister Peter Bethlenfalvy spoke about Ontario's Plan to Build initiative.

November 1, 2022: Along with Roberta Iannacito-Provenzano and Jen McMillen, I visited the team of volunteers supporting TMU's Branded Materials Transition Project to thank them and learn about their role in the reusing, upcycling, and recycling of Ryerson-branded materials.

November 1, 2022: I attended the Trans Awareness Month Kickoff event at the SLC Amphitheatre.

November 3, 2022: I gave welcoming remarks at the Latin American Entrepreneur Conference, which was organized by the consulates general of ten Latin American countries in partnership with the City of Toronto, facilitated by International Student Enrolment, Education and Inclusion, and hosted on campus at 245 Church Street.

November 3, 2022: I attended a regular meeting of COU's strategy and planning working group as its past chair.

MEMORANDUM

To: Members of the Board of Governors

From: Julia Shin Doi, General Counsel, Secretary of the Board of Governors, and University Privacy Officer; J. Lee, Director, Administration and Governance; Adela Mall, Senior Legal Counsel and Governance Officer

Subject: Report from the Secretary

Date: November 30, 2022

1. Fall 2022 Convocation and Honorary Doctorate Ceremonies

The Convocation and Honorary Doctorate ceremonies were held on October 12 and 13, 2022 at the Mattamy Athletic Centre. The four (4) Honorary Doctorate recipients were as follows: Lynn Factor, Toby Heaps, Dr. Neville Poy, and the Honourable Vivienne Poy. Board Members S. Babikian, I. Gammel, M. Mullings, and C. Paisley joined the stage party and congratulated the graduates.

2. Toronto Metropolitan University Board of Governors Leadership Award and Medal

The Toronto Metropolitan University (the “University”) Board of Governors Leadership Award and Medal is presented to a graduate student at the Fall convocation ceremonies who demonstrates both exceptional academic achievement and outstanding leadership qualities. This is evidenced by the student’s commitment to the University committees, extra-curricular activities, or involvement in student and university affairs. All University Gold medalists are eligible candidates, so it is truly a challenge for the selection committee to choose one recipient who is the best among the best.

The Fall 2022 Board of Governors Leadership Award and Medal winner is Gabriella Mankovskii, Physics (Ph.D.), Faculty of Science. Gabriella exemplifies the qualities honoured by the Gold Medal Award. Gabriella was the recipient of the prestigious QEII-GSST and NSERC PGS-D, in recognition of her research excellence in the field of X-Ray spectroscopy. She has contributed to seven (7) peer-reviewed articles in top journals and twenty-seven (27) conference presentations. As a result, the spectroscopy community recognized her contributions by awarding Gabriella the Best Oral Presentation Award for Young Researchers. Gabriella has demonstrated exceptional leadership as an instructor. She was recognized twice by the Department of Physics Teaching Assistant Recognition Award and additionally nominated by her

students for the Center for Excellence in Learning and Teaching TA/GA Award for her unique ability to make difficult physics concepts widely accessible. She has demonstrated commitment to improving the graduate student experience by representing the interests of her fellow students at the departmental, faculty and university level. Gabriella has been devoted to helping the newcomer community in Canada and has been involved in many volunteer initiatives, such as significantly contributing to the Maytree Foundation, since arriving in Canada in 2009 as a refugee.

Thank you to members of the selection committee: Dindy Dunne, Director, Academic Support and Strategic Leader Accreditations; Cynthia Holmes, Interim Vice-Provost, Academic; Eunkyung (Josie) Lee, Director, Administration and Governance, Office of the General Counsel and Secretary of the Board of Governors; Diane Pirner, Interim Associate Director, Post Diploma Degree Program, Daphne Cockwell School of Nursing; and Jonghun (Jay) Pak, Assistant Professor, Graphic Communications Management.

3. Future of Student Wellbeing Referendum 2022

The Election Procedures Committee met on November 4, 2022, to confirm the results of the Future of Student Wellbeing referendum. C. Dempsey, the Returning Officer for the 2022-23 year, advised that the Future of Student Wellbeing referendum was passed with a vote of 2,218 for yes and 1,647 for no. The Election Procedures Committee approved the results of the Future of Student Wellbeing referendum.

4. Faculty of Community Services Society Fee Referendum 2022

The Election Procedures Committee confirmed the results of the Faculty of Community Services Society Fee referendum on November 14, 2022. C. Dempsey, the Returning Officer for the 2022-23 year, advised that the Faculty of Community Services Society Fee referendum was passed with a vote of 451 for yes and 172 for no. The Election Procedures Committee approved the results of the Faculty of Community Services Society Fee referendum.

5. Board of Governors Elections 2023

The Election Procedures Committee approved the dates for the 2023 Board of Governors Elections. The nomination period is from February 2 to 10, 2023. The voting period for the Administrative Staff, Faculty, and Student Board of Governors elections is from March 6 to 9, 2023, and the voting period for the Alumni Board of Governors election is from June 13 to 22, 2023.

6. Governance Essentials Training

The Governance Essentials Training program provides Board members with an introduction to corporate governance and financial oversight at the University. All Board members are encouraged to attend the training sessions. Participants who attend all the training sessions will be awarded a certificate of achievement. The program schedule is posted on Diligent, and the training materials will be posted on Diligent in the Resource Centre.

Research and Innovation: Thank you to Steven Liss, Vice-President, Research and Innovation, for providing the Research and Innovation session on November 21, 2022. Board members learned how the University is positioned to advance research, scholarly and creative activities. Board members also gained a better understanding of the University's research goals, and how they can support research at the University.

The upcoming sessions are as follows:

Introduction to Performance Measurement at Toronto Metropolitan University

January 25, 2023, 2:00 p.m. to 4:00 p.m.

Financial Literacy - Module 1 and Module 2

February 9, 2023, 12:00 p.m. to 3:00 p.m.

7. Council of Ontario University Secretaries Annual Conference

The Board Secretariat team attended the Council of Ontario University Secretaries ("COUS") Annual Conference on November 18, 2022. The COUS Annual Conference for governance professionals provides a forum to discuss governance best practices and challenges. J. Shin Doi, Secretary of the Board, moderated a panel discussion on the environmental, social, and governance framework for universities. N. Campbell, Board member, and J. MacInnis, Assistant Secretary of the Board, participated in the panel discussion along with corporate governance expert C. Hansell.

**Toronto Metropolitan University Board of Governors
Interim Provost and Vice-President Academic
Report for meeting of November 30, 2022**



BOARD GREETINGS

I am delighted to be here with you for my first board meeting as interim provost and vice-president, academic at Toronto Metropolitan University (TMU). In my previous role as vice-provost, faculty affairs, I focused on improving the experiences of our faculty, contract lecturers and teaching assistants. As a professor and an administrator, I have always looked to build a culture of positive relationships through collaboration and collegiality. I approach my new role with these same goals in mind.

I am excited to work with fellow academic and administrative leaders, faculty, students and staff to advance the university's academic mission in ways that strengthen our reputation here and abroad, increase our domestic and international enrollments, broaden our already innovative academic programming and diversify our curriculum. We will continue to be guided by, and work towards fulfilling the recommendations in, the Standing Strong Task Force Report and the Anti-Black Racism Campus Climate Review Report.

Over the past two months, I have had the opportunity to play a more significant role in the development of our new School of Medicine, and to support its innovative model for primary care that is community-centred and culturally respectful. I am pleased to be leading the search for the dual position of dean, School of Medicine and vice-president, medical affairs.

The mental health, well-being and work-life balance of our community members have always been important to me. I will prioritize the development of a student wellness centre as we continue to work towards fulfilling the Campus Master Plan's goal of making TMU a place of health and well-being.

Keeping in mind the lessons we have learned from the pivot to remote learning, it is crucial that TMU improves access for learners. World Access to Higher Education Day was on November 17 and TMU has been a supporter of the day and cause since its launch in 2018. For me, access to higher education is not only about removing barriers and providing opportunities for students to get to university. It is also about supporting and encouraging them to succeed once they are here so that they have a positive student experience and are able to flourish, learn and graduate. To that end, I am working alongside a team of senior executives and deans to develop a digital teaching and learning strategy.

I am also looking forward to working on initiatives that support academic leadership and to building connections and synergies between colleagues and programs that will strengthen collaboration throughout the university. Having done extensive fieldwork abroad and taught in Florence as part of study-abroad programming, I am eager to promote opportunities for students and faculty to learn and carry out research abroad, engage in experiential learning of all kinds, and create and strengthen networks with international partner institutions.

As the end of the fall term approaches, I would like to highlight some of the progress we are making:

Enrolment Numbers – Overall, the effects of the pandemic continue to create uncertainty for enrolment planning. After two years of significant expansion in domestic enrolment, we are decreasing enrolment at both the undergraduate and graduate levels to return to the enrolment corridor. The landscape for international students continues to be uncertain given COVID-19 policies and Canadian visa delays.

Headcount, Fall 2022	
Domestic undergraduate students *	34,944
International undergraduate students *	3,433
Domestic graduate students	2,447
International graduate students	420
Chang School students	3,934
Undergraduate part-time program students	1,520
Total	46,698

Growth – Introduced two years ago, TMU’s winter intake, which helped retain students whose study permits were delayed due to COVID-19 restrictions, is significantly increasing. The university is currently accepting applications for 75 per cent more programs than last year, with 28 programs across six faculties available, as well as three English Language Institute programs. As of Oct. 31, 2022, TMU has received 1,200 applications for Winter ‘23, of which 106 are for students deferring from Fall 2022. So far, 635 offers have been issued, of which 317 have been accepted or confirmed.

In the five years that the Ted Rogers School of Management has directly overseen the Ted Rogers Co-op program, student participation has grown from 406 to over 2,400. As of October 2022, the program has put over \$100 million into the pockets of TMU students, allowing them to reduce their financial burden while completing their degrees.

New Initiatives – The Faculty of Arts, which is home to the PhD in Policy Studies program, is leading the development of an interdisciplinary, inclusive school of public policy. The initiative’s co-leads, Interim Vice-President, Equity and Community Inclusion Anver Saloojee and Dean of Arts Pamela Sugiman, have launched internal and external advisory committees made up of civic leaders. The school will bolster the research and heighten the impact of TMU’s many strong public policy researchers while inspiring and facilitating greater collaboration between academic researchers, students and community partners.

Mid-November marked the completion of the inaugural Zero Experience program, a nine-week slate of workshops run by the Innovation Boost Zone. The program, which will welcome another cohort in the

winter, is open to all TMU students without work experience; it helps them build resumes, hone interview skills and identify career paths of interest.

Internationalization – This fall, The Chang School welcomed its inaugural cohort of international students to the business management studies program with a career focus in project management. The cohort comprises students from India, Jordan and Pakistan, and the winter 2023 cohort will include students from Iran, Peru, Sri Lanka and other countries.

Classes have begun for the first cohort of students at TMU's Cairo campus who are taking courses in The Creative School and the Faculty of Engineering and Architectural Science (FEAS). The Creative School's degree programming includes media production, sport media, and fashion, while FEAS' offerings include civil engineering, electrical engineering, mechanical engineering and computer engineering. TMU is currently working with Universities of Canada in Egypt on the possibility of expanding offerings for other undergraduate programs and graduate courses.

The Creative School is projecting that approximately 1,300 of its students will have participated in an international learning activity in the 2022-23 academic year—up from 419 in 2020-21, when only virtual opportunities were available.

APPOINTMENTS

Patrizia Albanese has been appointed interim vice-provost, faculty affairs effective October 17. She joined the university in 2003 and has served in a variety of leadership roles, most recently associate dean, research and graduate studies in the Faculty of Arts. Previously, she has been chair of the Research Ethics Board, interim chair of criminology, interim graduate director of PhD policy studies and interim director of arts and contemporary studies. In her new role, she will advance the recruitment, retention, evaluation and professional development of faculty and will provide leadership in all areas of employee relations with the faculty association and union. Patrizia is a professor of sociology at TMU and holds a PhD and MA in the field from the University of Toronto, as well as a BA from King's College at Western University.

Lisa Barnoff has been appointed the School of Medicine's interim lead, social accountability. In this new position, she will advise and consult on all aspects of the school to help maintain a consistent focus on equity, diversity and inclusion, and community engagement. Lisa joined TMU in 2003 in the School of Social Work, which she directed from 2006 to 2011. From 2016 to 2021, she served as dean of the Faculty of Community Services, during which time she established multiple new initiatives and created and led the implementation of a variety of practices that ensured equity and inclusion became foundational to the faculty's activities. She has received the Usha George Faculty Recognition Award (2015) and the Errol Aspevig Award for Outstanding Academic Leadership (2020). Lisa holds a PhD in social work and an MA in sociology from the University of Toronto, as well as a BA in sociology from Trent University.

Sean Kheraj has been appointed vice-provost, academic effective January 1, 2023. Sean joins TMU from York University, where he is currently vice-dean and associate dean for programs in the Faculty of Liberal Arts and Professional Studies—the largest arts and professional studies faculty in Canada. There, he

oversees curriculum development, quality assurance, experiential learning, enrolment management and undergraduate recruitment. Sean is a director of the Network in Canadian History and Environment, an international confederation of scholars. He is also a professor of Canadian environmental history at York, where he holds a PhD and an MA in history. He holds a BA (Hons) in history from the University of British Columbia.

CONGRATULATIONS

The Chang School has received three of the inaugural Excellence in Marketing Awards given out by the University Professional and Continuing Education Association (UPCEA). The 2021-2022 video advertising campaign, *Meet the Right People*, received the sole gold award for 2022. The school's storytelling videos and lead nurturing campaign each earned one of four silver awards. According to the UPCEA, the awards recognize "marketing campaigns that excel in creativity, execution, and impact."

Reza Faieghi and *Kazem Fayazbakhsh*, both professors of aerospace engineering, have received research infrastructure funding totalling \$164,000 from the Canada Foundation for Innovation's John R. Evans Leaders Fund. Faieghi's project, *Perception, Motion Planning and Control of Connected Autonomous Vehicles*, is designed to create algorithms to enhance the safety of autonomous cars and drones navigating urban environments. Fayazbakhsh's project, *Aerospace Additive Manufacturing*, aims to optimize the process of designing, manufacturing and testing lightweight aircraft parts from high-temperature thermoplastics.

Sepali Guruge, a professor in the Daphne Cockwell School of Nursing, has been elected as a fellow into the Canadian Academy of Health Sciences. The academy honours excellence among Canada's health and biomedical scientists and scholars. [The media release](#) cites Guruge as "an international expert on the complex intersections between health, immigration, partner violence, and aging," whose work has "improved the health of immigrants, their families, and broader communities."

Meghan Koo, a CAMPEP medical physics PhD student, has won the Canadian Organization of Medical Physics (COMP) J.R. Cunningham Young Investigator Symposium competition. She is the first woman in 11 years to win this award, the first woman of colour ever to win, and the first TMU student ever to place in the top three spots. Her presentation, "Expiration CT Texture-Based Radiomics: A New Biomarker for Assessing the 'Quiet' Zone in COPD?", showcased her innovative use of quantitative imaging to assess the spread of chronic obstructive pulmonary disease.

Bala Venkatesh, professor of engineering and the founding academic director of the Centre for Urban Energy (CUE), has received a Natural Sciences and Engineering Research Council of Canada (NSERC) Synergy Award for Innovation. The award, in the Partnership with a Large Company category, recognizes his long-standing collaboration with Toronto Hydro through the CUE, which has spanned 18 projects addressing challenges related to electricity reliability, sustainability, accessibility and affordability.

PARTNERSHIPS

JennAir Scholars Awards – In partnership with appliance company JennAir, The Creative School has launched the JennAir Scholars Awards for BIPOC students in financial need. Each year, the fund provides two \$10,000 one-time scholarships for interior design students in their second, third, and fourth year, and two \$10,000 four-year renewable scholarships for students starting the program. The initial slate of winners was announced on November 1 during the launch of JennAir’s Disrupting Design program, which aims to make the design sector more inclusive. In the future, the partnership will provide design students with mentorship opportunities and a paid internship program.

Mena Education Consulting – TMU has partnered with the international educational consultancy GLinks International to support students from the Middle East North Africa (MENA) region in finding educational opportunities through TMU. GLinks draws on a student network that spans the United Arab Emirates, Oman, Qatar, Kuwait, Bahrain and India, and has a presence at higher education fairs in the region. It matches prospective students with advisors who support them through the application, visa application and admission processes, as well as with travel arrangements and accommodations. Prospective students will also be given counselling sessions by experts from TMU.

EVENTS AND INITIATIVES

Assembly Gallery – On September 13, The Creative School launched the interdisciplinary exhibition space The Assembly Gallery, which showcases work by students, faculty and alumni. The space’s first exhibit, *Spaces & Stuff*, was curated by fourth-year design students and explores the tensions between interior spaces and “stuff”. The Assembly Gallery is led by RTA School of Media professor Kathleen Pirrie-Adams. It is open Tuesdays through Fridays, 3-6 p.m.

Image Centre Exhibitions – From September 14 to December 3, the Image Centre is hosting three core exhibitions in the Scotiabank CONTACT Photography Festival. *Black Drones in the Hive* by Montreal-based artist Deanna Bowen, winner of the 2021 Scotiabank Photography Award, uses a wealth of archival material—along with new sound and video works—to critically examine the history of colonization and migration in the Kitchener-Waterloo region. *CANADA NOW: New Photography Acquisitions* features the work of ten emerging and mid-career Canadian artists who engage with issues of identity and belonging, and whose images highlight visibility and resilience. The works were purchased through the Canada Now Photography Acquisition Initiative, which is funded by artist Edward Burtynsky (Photographic Arts ’82, honorary DFA ’07) and the Nicholas Metivier Gallery. Ontario- and Quebec-based artist Andréanne Michon’s immersive mixed media installation *états d’esprit – states of mind* addresses the consequences of the Anthropocene on the environment and climate, conveying both eco-anxiety and a sense of the urgent need for action.

TimberFever – From September 15 to 18, TMU, in partnership with Moses Structural Engineers, hosted the eighth annual TimberFever architectural and civil engineering competition—the first to be held in-person since 2019. Nearly 100 students from four provinces and the United States participated; they were split into 16 teams and tasked with designing and building a garden pavilion for vegetables out of lumber. A group of carpenters from Local 27 acted as volunteer mentors. The first-place team included TMU architectural science students Dana Kim, William Toleff, and Jia Yi Zhu. Congratulations to them and to the 14 TMU students in total whose teams won awards.

Park(ing) Day – On September 16, the School of Urban and Regional Planning, in collaboration with local non-profit Urban Minds, hosted its second annual *Brake at Bond* event. The event was organized in conjunction with the 16th annual Park(ing) Day, a global art project aimed at questioning the dominance of automobiles on city streets by temporarily repurposing parking spaces as parkettes. *Brake at Bond* featured lawn games, a bicycle tune-up station, sidewalk art, a mini farmer's market run by the Urban Farm, and the interactive art installation *Love Letters to the City*, which invited visitors to write and display messages of affection to Toronto.

Undergraduate Research Showcase – On September 21, the office of the vice-president, research and innovation hosted the Undergraduate Research Opportunities (URO) Showcase. Full-time undergraduate students from across TMU's six faculties participated in the URO program, which gave them paid opportunities to pursue summer research projects, working with faculty mentors. Nearly 50 students presented their findings in the two-hour event by sharing posters of their work with faculty and peers. As a culmination of the program, the showcase allowed students to develop important research-related skills and to prepare for academic and career development.

Reconciliation in Business Conference – On September 25, TRSM hosted the conference *Reconciliation in Business 2022*, which brought together members of the TMU and Toronto communities to respond to Canada's Truth and Reconciliation Call to Action #92, targeting business and reconciliation. The full-day event, organized by the student-led Ted Rogers Indigenous in Business group, highlighted the history and teachings of Indigenous commerce, as well as ways to close the socioeconomic gap and unlock the potential of Indigenous entrepreneurs. It incorporated seven panels dealing with issues such as Indigenous attainment of finance, Indigenous women in entrepreneurship and Indigenous law and governance. It also featured a ceremony welcoming two birchbark canoes to TRSM, a drum-and-dancing social, an Indigenous marketplace, a live muralist and an Indigenous feast.

Soapbox Science and FOS10 – On September 25, SciXchange hosted Toronto's sixth annual Soapbox Science event. Soapbox Science is an international public outreach platform celebrating women and non-binary researchers in science, technology, engineering and mathematics (STEM). After two years online, this year's event took place in person at Evergreen Brick Works, as part of Toronto's Word on the Street festival. Twelve speakers from across Ontario—both PhD candidates and early-career academics—presented their research on subjects ranging from aquatic science to vehicular networks to stellar astrophysics. The event coincided with FOS10, a celebration of the Faculty of Science's 10 years of discovery at the university. The Faculty of Science hosted a community concert on campus on October 6 and launched the website Decade of Discovery to highlight outstanding developments and success stories, at decadeofdiscovery.torontomu.ca.

Social Justice Week – From September 26 to 30, the Social Justice Chair hosted the 12th annual edition of Social Justice Week at TMU, with the theme "Reclaim, Repair." Led by Kikéola Roach, the Unifor National Chair in Social Justice and Democracy, Social Justice Week took place in-person for the first time in three years, with events organized by students in a range of programs. A slate of solution-oriented discussions focused on issues such as Indigenous land reclamation, revitalizing student activism, journalism about social justice, doing social work differently and exploring socially impactful ventures. A live-streamed discussion, "A Calls to Action Conversation on Truth & Reconciliation," reached an audience of 4,000. In

addition, walking tours explored reclaiming Black history and Indigenous placemaking, and students shared their thoughts at a Speaker's Corner booth set up at the Student Learning Centre (SLC).

Global Justice and Change – On September 30, TMU announced the new Global Justice and Change Program, which will offer fully funded global opportunities for experiential learning—in the classroom and abroad. Students in equity-deserving groups (low-income students; students with disabilities; students who self-identify as Indigenous, Black, or racialized), and who are Canadian citizens or permanent residents, will be able to participate in the program. In 2023, three classes of 15 students will be able to choose between three options. There will be two intensive travel courses in the spring, each with one to two weeks of travel—one in Panama, focusing on film festivals and activism in Hispanic culture, and another in Trinidad and Tobago, focusing on repositioning women in Caribbean agriculture. The third option will be a winter 2023 course on literatures of the Caribbean that will include virtual collaboration with instructors and students in the Caribbean. The program is funded by the Government of Canada's Outbound Student Mobility Pilot Program and led by TMU Global in collaboration with the faculties of Arts and Community Services.

Borders and Belonging – On October 1, the Canada Excellence Research Chairs (CERC) in Migration and Integration announced the podcast *Borders and Belonging*, exploring the experiences of migrants and featuring top migration researchers from around the world. The first two episodes, "Why We Build Border Walls" and "How has Brexit Changed the UK for Migrants?", have featured professors from Bristol University, Loughborough University, Princeton University and the Université du Québec à Montréal, as well as a county councillor from Cambridgeshire and American journalist Todd Miller, author of the book *Border Patrol Nation*. The series, which is co-produced by the international media platform openDemocracy, is hosted by researcher Maggie Perzyna, who leads the COVID-19 Immigration Policy Tracker project.

Wellbeing Week – October 3 to 7 was TMU's inaugural Wellbeing Week, during which community members participated in events and activities focused on the theme "Flourishing Together." The programming reflected a holistic understanding of well-being, acknowledging the interconnection of the emotional, the physical, the psychological, and the social. It also looked to advance five key factors that promote flourishing: connecting, helping, interacting, learning and playing. Featured events included glow-in-the-dark yoga in the quad; a virtual panel discussion on critical perspectives of mental health and wellbeing; a screening of the documentary *When We Reach Out, Who Should Respond* by Luke Galati (Journalism '17); and an open house at the SLC amphitheatre where students learned about groups, programs and services that support student wellbeing on campus. The week's events were presented by the Mental Health and Wellbeing Committee, in partnership with Student Wellbeing and Workplace Wellbeing.

Academic Integrity Awareness Week – From October 3 to 7, the Academic Integrity Office, in collaboration with the Centre for Excellence in Teaching and Learning and Student Life and Learning Support, hosted TMU's third annual Academic Awareness Week. A slate of interactive online events, held on Zoom, engaged students, faculty and staff about fostering a culture of academic integrity across the university. Topics discussed included trends in academic misconduct, managing student anxiety and fear of failure while supporting risk-taking, the value of mentorship, and collaborating without colluding. The

competition “Spot the Robot” pitted faculty and staff participants against one another to see who was most skilled at identifying writing generated by artificial intelligence—and taught best practices for designing written assessments that are not robot-friendly.

Bold New Logo – On October 6, Athletics and Recreation unveiled the new “TMU Bold” logo for uniforms and branded materials. Featuring a stylized “B” whose top is curved in the shape of the body and beak of a falcon (the new team mascot) as it dives through the air at high speed, the logo also incorporates the “TMU” logo that was previously announced along with the name change for varsity teams and competitive clubs. The lines within the font evoke the markings on the court, the ice, and the field, and the logo is now visible on court baselines and rink boards. As well, the logo is now featured on athletes’ warm-up gear and around the Mattamy Athletic Centre. It was developed with the help of Toronto-based branding and design agency Jacknife Design, which has previously worked with the Toronto Football Club (TFC) and the Toronto Marlies.

LGBTQ2S+ Studies – On November 1, TMU announced the creation of a new interdisciplinary minor in LGBTQ2S+ Studies, which will be offered in the 2023-24 academic year. This umbrella program will be administered by the Department of Sociology and draw on courses from the Faculty of Arts, The Creative School and the Faculty of Community Services that centre LGBTQ2S+ experiences and communities. The new minor will support the further development of LGBTQ2S+ programming and scholarship and encourage the organization of LGBTQ2S+ activities and initiatives. The courses will be accessible to students from all programs, and the minor will offer students an enhanced understanding of sexual diversity and its complex intersections with other aspects of identity. It will also help nurture deeper insights into students’ own identities in relation to society and social categories, whether or not they identify as members of LGBTQ2S+ communities.

Athletics Update – The TMU Bold men’s soccer team reached the Ontario University Athletics (OUA) final, which they hosted at Downsview on November 5, falling to the McMaster Marauders 1-0 in a hard-fought match. For only the second time in their history, the team reached the U SPORTS Men’s Soccer National Championships, which was held at Thompson Rivers University in Kamloops, BC. They finished the tournament, and their 2022 season, as the fifth-best in the country. The women’s soccer team reached the OUA quarterfinals, losing to the University of Toronto. The men’s hockey team has had a strong start to their season, winning nine games out of ten; they are currently ranked fifth in Canada. The women’s basketball OUA and U SPORTS banners were unveiled on November 5, ahead of the team’s first game of the season, a tough four-point loss to the University of Toronto.

Board of Governors Meeting

November 30, 2022

Roberta Iannacito-Provenzano
Interim Provost and Vice-President, Academic





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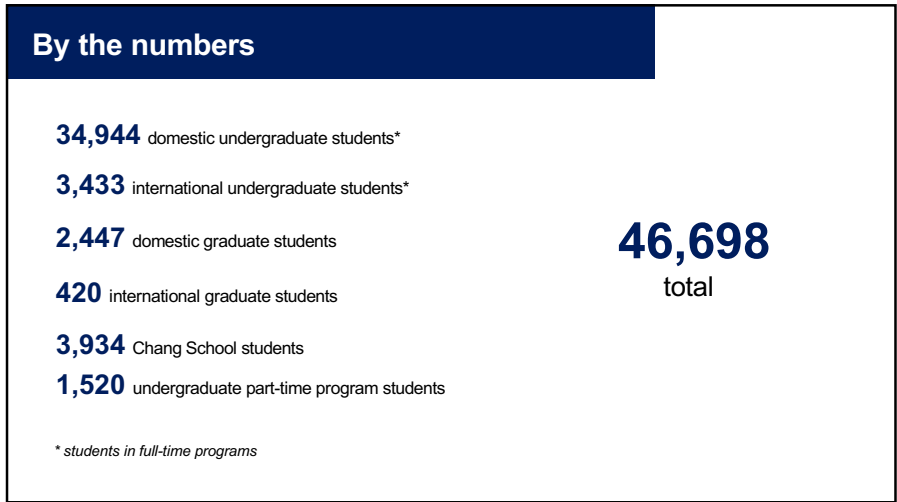


Vision for Year Ahead

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Planning for Winter 2023





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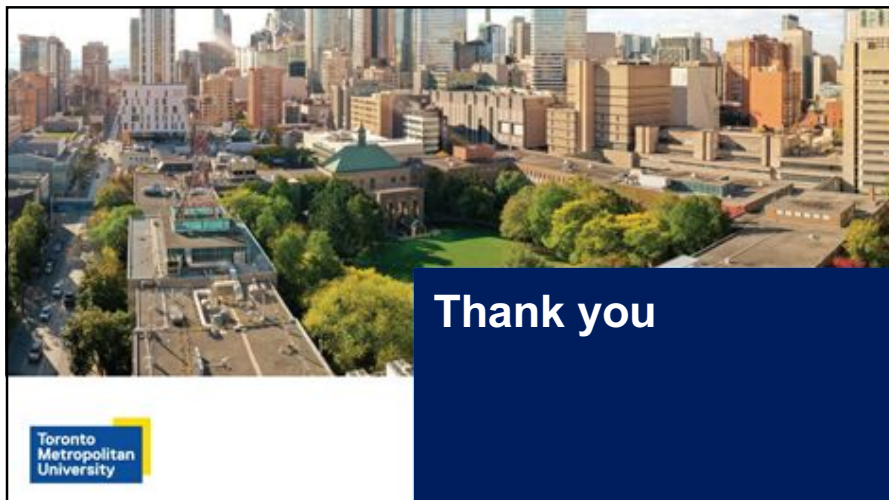
Appointments

Patrizia Albanese
Interim Vice-Provost, Faculty Affairs



7

7



Thank you



8



BOARD OF GOVERNORS MEETING
November 30, 2022

AGENDA ITEM: Amendment #7 to the Ryerson Retirement Pension Plan

STRATEGIC OBJECTIVES:

- ☐ Academic
- ☐ Student Engagement and Success
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☐ Financial Resources Management
- ☐ Compliance (e.g., legislatively required)
- ☒ Governance

ACTION REQUIRED: Approval

SUMMARY:

The Employee Relations and Pensions Committee is being asked to recommend the approval of Amendment #7 to the Ryerson Retirement Pension Plan (the “RRPP”; the “Plan”) to the Board of Governors.

Both employee and employer contributions to the RRPP were increased effective January 1, 2021, to address increased contribution requirements in the December 31, 2019 valuation report. The Ryerson Faculty Association (the “RFA”) filed a grievance, and the decision of the arbitrator resulted in the contribution rates for faculty members to be restored to the pre-2021 level. Amendment #7 changes the contribution rate provision of the previous amendment (Amendment #5) to reflect this arbitration award.

Effective January 1, 2021, faculty members will contribute based on the following:

- 9.5% of earnings up to the Year’s Basic Exemption (“YBE”)
- 7.4% of earnings between the YBE and the Year’s Maximum Pensionable Earnings (“YMPE”)
- 9.5% of earnings over the YMPE

Effective January 1, 2021, all other members will continue to contribute:

- 9.95% of earnings up to the YBE
- 7.75% of earnings between the YBE and the YMPE
- 9.95% of earnings over the YMPE

Toronto Metropolitan University (the “University”) contributes the same amount as employees. In addition, for faculty members only, it will contribute two (2) times the difference between the two (2) employee groups contribution rates to ensure that the total contribution to the RRPP is not negatively impacted.

BACKGROUND:

Current service contributions under the RRPP have been shared 50/50 with employees since the inception of the RRPP in 1964. The 2021 increase is only the third increase in contributions since 1964.

Notice of Amendment #5 was provided to all Plan members, and the amendment was filed with the regulatory authorities. The RFA filed a grievance because this increase was not negotiated with the RFA. They also contacted the Financial Services Regulatory Authority ("FSRA") and requested that the amendment not be approved. FSRA deferred registration of Amendment #5 pending the outcome of the grievance.

The RFA grievance resulted in arbitration hearings in the fall of 2021 and winter of 2022. The decision was released on April 26, 2022, and found that the RFA is only required to contribute at the lower contribution rate set out in the collective agreement, not the rate required by the valuation report applicable to all other members. This decision necessitated a refund of employee contributions that were deducted at the higher rate.

Amendment #7 rescinds the relevant portions of Amendment #5 and sets out the contribution rates for faculty and non-faculty at the present time and the additional employer contribution. The amendment was prepared by WTW and subsequently reviewed by legal counsel.

Pending approval by the Board of Governors, this amendment will be filed with the regulatory authorities. The University's actuaries at WTW will contact FSRA about approving Amendment #5 in conjunction with and as revised by Amendment #7.

In 2023, a restatement of the Plan text will be issued, incorporating all amendments made since the last restatement on January 1, 2007. This is considered best practice thus making it easier to administer the Plan.

ATTACHMENTS: Amendment #7 of the RRPP

PREPARED BY:

Name: Jan Neiman, Director, Pensions & Benefits

Date: November 1, 2022

APPROVED BY:

Name: Joanne McKee, Chief Financial Officer

Jenny O'Donnell, Chief Human Resources Officer

Date: November 1, 2022

AMENDMENT NO. 7

RYERSON RETIREMENT PENSION PLAN

WHEREAS Ryerson University (the “University”) established the Ryerson Retirement Pension Plan (the “Plan”) effective April 1, 1964, as amended from time to time;

WHEREAS the Board of Governors of the University (the “Board”) reserves the right to amend the Plan pursuant to Section 16.01 of the current Plan text;

WHEREAS pursuant to item 3 of Amendment No. 5, passed by resolution of the Board dated October 1, 2020, the Board amended the member contribution rate effective January 1, 2021; and

WHEREAS following the decision of Arbitrator Wilson dated April 26, 2022, the Board now wishes to rescind item 3 of Amendment 5 and replace it with contribution rates as set out below, effective January 1, 2021;

NOW THEREFORE IT IS RESOLVED THAT the Plan is amended as follows effective January 1, 2021:

1. Section 3 as set out in Amendment No. 5 is rescinded effective January 1, 2021;
2. New Section 2.18.1 is added as follows:
 - 2.18.1 **“Faculty Association Member”** means a Member of the Plan who is covered by the collective agreement between the Board and the Faculty Association as agent for the Faculty, Professional Counsellors and Librarians, all as defined in the collective agreement from time to time, and shall exclude Associate Members as defined in the collective agreement.”
3. New subsections 4.01(e) and (e.1) are inserted as follows:
 - “(e) Effective January 1, 2021, subject to sub-section (f) below, every Member of the Plan, other than a Member described in sub-section (e.1) below, shall contribute to the Pension Fund from the Member’s Salary for the Plan Year:
 - (i) 9.95% of the part thereof which is below the year’s basic exemption as prescribed by the Canada Pension Plan;

AND

- (ii) 7.75% of the part thereof which is between the year's basic exemption and the YMPE;

AND

- (iii) 9.95% of the part thereof which is in excess of the YMPE.

- (e.1) Effective January 1, 2021, subject to sub-section (f) below, every Faculty Association Member of the Plan shall contribute to the Pension Fund from the Member's Salary for the Plan Year:

- (i) 9.5% of the part thereof which is below the year's basic exemption as prescribed by the Canada Pension Plan;

AND

- (ii) 7.4% of the part thereof which is between the year's basic exemption and the YMPE;

AND

- (iii) 9.5% of the part thereof which is in excess of the YMPE."

- 4. The references to "Section 4.01(e)" in Sections 4.02(b) and (c) is hereby replaced with "Sections 4.01(e) and (e.1), as applicable".
- 5. The following sentence is hereby inserted as a new paragraph following the first paragraph of Section 4.04 as follows:

"In addition, effective January 1, 2021, the Employer is contributing to the Pension Fund in respect of the Salary of each Faculty Association Member an amount equal to two times the difference between the contribution rates under Section 4.02(e) and the contribution rates under Section 4.02 (e.1). This contribution is in effect until June 30, 2023, unless extended."

RESOLUTION

Re: Amendment #7 to the Ryerson Retirement Pension Plan

BE IT AND IT IS HEREBY RESOLVED:

THAT the Board of Governors approves Amendment #7 to the Ryerson Retirement Pension Plan which rescinds section 3 of Amendment #5 to the Ryerson Retirement Pension Plan; and increases the University's contribution rate for faculty members to the Ryerson Retirement Pension Plan effective January 1, 2021.

November 30, 2022



**BOARD OF GOVERNORS MEETING
November 30, 2022**

AGENDA ITEM: Amended and Restated Total Earnings Supplemental Plan for Employees of Ryerson University

STRATEGIC OBJECTIVES:

- ☐ Academic
- ☐ Student Engagement and Success
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☐ Financial Resources Management
- ☐ Compliance (e.g., legislatively required)
- ☒ Governance

ACTION REQUIRED: Approval

SUMMARY:

The Employee Relations and Pensions Committee is being asked to recommend the approval of the amended and restated Total Earnings Supplemental Plan ("TESP") to the Board of Governors. The TESP for employees of Ryerson University (the "University") is a top-up pension plan that allows for pensions that are in excess of the *Income Tax Act* ("ITA") limit to be paid to members. It also allows for contributions that are in excess of the ITA limit to be deducted.

The amended and restated TESP reflects changes made to the TESP since the last restatement, effective January 1, 2012. This includes a change to the contribution formula to mirror that in the Ryerson Retirement Pension Plan (the "RRPP"); a provision that allows a small benefit to be paid out in a lump sum; and changing the text references from the supplemental plan to the TESP.

BACKGROUND:

The TESP was established in 2006 and is funded through a Retirement Compensation Arrangement. It mirrors the provisions in the RRPP and allows for a member's pension to be based on total pensionable earnings, not just the earnings allowed for under the ITA. Prior to 2006, these top up pensions were paid through general operating revenues, but only contributions up to the ITA maximum were permitted. The TESP ensures that employees contribute to the funding of the plan.

Periodically, for ease of administration, the TESP text is restated in its entirety, as opposed to just a stand-alone amendment. The amended and restated TESP incorporates all previous amendments to the TESP text. The amended and restated TESP was prepared by WTW and reviewed by legal counsel.

ATTACHMENTS: Amended and Restated Total Earnings Supplemental Plan (clean copy)
Amended and Restated Total Earnings Supplemental Plan (black line copy)

PREPARED BY:

Name: Jan Neiman, Director, Pensions & Benefits

Date: November 1, 2022

APPROVED BY:

Name: Joanne McKee, Chief Financial Officer

Jenny O'Donnell, Chief Human Resources Officer

Date: November 1, 2022

**TOTAL EARNINGS SUPPLEMENTAL PLAN
FOR EMPLOYEES OF RYERSON UNIVERSITY
(AMENDED AND RESTATED EFFECTIVE JANUARY 1, 2021)**

1. PURPOSE

This *Total Earnings Supplemental Plan for Employees of Ryerson University* (TESP) was established effective January 1, 2006 to provide supplemental retirement income for employees of Ryerson University (Ryerson) who participate in the Ryerson Retirement Pension Plan (Pension Plan) and whose benefits under the Pension Plan are restricted by the limits imposed under the Income Tax Act (ITA).

The TESP applies to all eligible employees who retire, die or otherwise terminate employment on or after January 1, 2006. The TESP also assumes the obligation to provide certain supplemental retirement benefits payable on and after January 1, 2006 for or in respect of certain former employees of Ryerson who retired, died or terminated employment prior to January 1, 2006 and who are receiving a supplemental retirement benefit, or in respect of whom a supplemental retirement benefit is being paid as of January 1, 2006.

The TESP was last restated effective January 1, 2012.

The TESP is hereby amended and restated effective January 1, 2021. This amendment and restatement shall apply to the determination of benefits to eligible employees who retire, die or otherwise terminate employment on or after January 1, 2021.

2. DEFINITIONS

The definitions contained in the Ryerson Retirement Pension Plan are incorporated into the TESP, except as specifically modified or stated otherwise herein. In addition, the following definitions shall apply:

"Actuary" means the Actuary so appointed under the Pension Plan.

"Board" means the Board of Governors of Ryerson University.

"Commuted Value" means, in relation to a benefit that a person has a present or future entitlement to receive, a lump sum amount which is the actuarial present value of such

benefit computed using the same factors as those that are applied to determine the commuted value of any benefit payable from the Pension Plan and without making any adjustment for income tax which may be levied on the lump sum benefit.

"Effective Date" means January 1, 2006.

"Funding Agent" means the trust company, individual trustees or insurance company appointed by Ryerson pursuant to Section 6.1 for the purpose of holding and administering the RCA Trust Fund.

"ITA" means the Income Tax Act (Canada) and any applicable provincial Income Tax Act, together with any relevant regulations and rules thereunder, as they may be amended from time to time.

"Member" means a person who is entitled to receive a benefit under the TESP or who may be entitled to receive a benefit under the TESP following termination of employment with Ryerson. **"Active Member"** means an employee of Ryerson who is a member of the Pension Plan. **"Deferred Member"** means a person who is no longer an employee of Ryerson and who is entitled to receive a deferred Supplemental Benefit pursuant to Section 5.3. **"Retired Member"** means a person who is no longer an employee of Ryerson and who is receiving a periodic Supplemental Benefit.

"Pension" of a Member means the lifetime pension payable to a Member, or in respect of a Member under the Pension Plan.

"Pension Plan" means the Ryerson Retirement Pension Plan as amended from time to time.

"RCA Trust Fund" means the retirement compensation arrangement trust fund established by Ryerson University for the TESP.

"Ryerson" means Ryerson University.

"Supplemental Benefit" means any benefit payable under the provisions of the TESP.

"TESP" means the plan set forth in this document and known as the Total Earnings Supplemental Plan for Employees of Ryerson University, as it may be amended from time to time.

3. SUPPLEMENTAL BENEFIT PAYABLE

Subject to the exclusions in Section 5.1, a Supplemental Benefit shall be payable under the TESP to or in respect of a Member if:

- (a) the Member retires, dies or otherwise terminates active participation in the Pension Plan;
- (b) a benefit is payable under the Pension Plan to or in respect of the Member; and
- (c) the amount of the benefit payable under the Pension Plan in respect of the Member is limited due to the maximum lifetime pension permitted under the ITA to be paid from a registered pension plan.

The amount and form of the Supplemental Benefit shall be determined pursuant to Article 5.

4. FUNDING

4.1. MEMBER CONTRIBUTIONS

Every Member of the TESP who contributes to the Pension Plan or is deemed to contribute to the Pension Plan during a Plan Year shall contribute to the RCA Trust Fund from the Member's Salary for the Plan Year in accordance with subsection (a) or (b) below, as applicable:

- (a) In the case of a Member of the TESP other than a Member described in sub-section (b) below:

- (i) 9.95% of the part thereof which is below the year's basic exemption as prescribed by the Canada Pension Plan;

AND

- (ii) 7.75% of the part thereof which is between the year's basic exemption and the YMPE;

AND

- (iii) 9.95% of the part thereof which is in excess of the YMPE;

LESS

(iv) any contribution the Member makes to the Pension Plan.

(b) In the case of a Member of the TESP who is a Faculty Association Member:

(i) 9.5% of the part thereof which is below the year's basic exemption as prescribed by the Canada Pension Plan;

AND

(ii) 7.4% of the part thereof which is between the year's basic exemption and the YMPE;

AND

(iii) 9.5% of the part thereof which is in excess of the YMPE;

LESS

(iv) any contribution the Member makes to the Pension Plan.

(c) If a Notional Pensionable Salary has been designated under the terms of the Pension Plan in respect of the Member, the contributions as provided above shall be based upon such Notional Pensionable Salary.

Ryerson shall deduct, or cause to be deducted, from the Salary of a Member in each pay period after the Member has reached the maximum contribution level under the Pension Plan for the Plan Year, the contribution payable by the Member as provided above, unless Ryerson in its discretion, shall elect to make such contribution to the RCA Trust Fund on behalf of the Member who is a faculty member in receipt of benefits under the long-term disability plan sponsored by Ryerson, in which case no such deduction shall be made.

Member contributions will be made in accordance with the TESP. All Member contributions shall be remitted by Ryerson to the Funding Agent and the Canada Revenue Agency in accordance with the ITA.

4.2. OTHER MEMBER CONTRIBUTIONS

If a Member contributes to the Pension Plan for other periods of service, as provided in Section 4.02 of the Pension Plan, excluding periods provided under Section 4.02(g) and Section 4.02(i), the amount of the Member contribution to the RCA Trust Fund for such other period of service shall be calculated as provided in Section 4.02 of the Pension Plan, without regard for the ITA limits, less the contribution the Member makes to the Pension Plan.

4.3. RYERSON CONTRIBUTIONS

Ryerson shall make contributions to the RCA Trust Fund from time to time in such amounts as it may determine at its sole discretion, based on information provided by the Actuary. In respect of any Plan Year, such contributions shall not be less than Member contributions for the Plan Year, as provided in Section 4.1 and Section 4.2 above.

In addition, effective January 1, 2021, Ryerson is contributing to the RCA Trust Fund in respect of the Salary of each Faculty Association Member, an amount equal to two times the difference between the contribution rates under Section 4.1(a) and the contribution rates under Section 4.1(b). This contribution is in effect until June 30, 2023, unless extended.

4.4 REFUNDABLE TAX

Ryerson shall remit to the Canada Revenue Agency ("CRA") such portion of its contributions and of the contributions of Members as is required for purposes of the refundable tax under the retirement compensation arrangement provisions of the ITA.

4.5 50% RULE

Where a benefit is payable under the TESP as a result of the retirement, termination of employment or death of a Member, there shall be refunded, in a lump sum payment, the amount, if positive, by which such Member's contributions to the Pension Plan and the TESP made after December 31, 1986, together with Refund Interest thereon, exceed 50% of the Commuted Value of the benefit under the TESP plus the benefit under the Pension Plan both accrued after December 31, 1986 and determined at Termination Date **LESS** any such refund paid from the Pension Plan pursuant to its Section 9.06. This Section does not apply to benefits or contributions resulting from the election by a Member to purchase Credited Service under Section 4.02 (g) and Section 4.02 (i) of the Pension Plan. The lump sum amount shall be paid to the Member, or in the case of death, to the Member's Beneficiary or if there is no Beneficiary, to the Member's estate.

4.6 APPLICATION OF SURPLUS

In the event that all required benefit payments under the TESP have been fully paid or otherwise fully satisfied, and there are no remaining benefit obligations of the TESP to be paid to any person, any remaining assets of the RCA Trust Fund, including the right to any refundable tax held pursuant to the ITA, shall be divided into two equal shares, one share to be paid to Ryerson and the other share divided among the Active Members, Deferred Members, Retired Members and their Beneficiaries and Spouses as appropriate.

5. SUPPLEMENTARY BENEFIT ENTITLEMENTS

5.1. SUPPLEMENTAL BENEFIT FORMULA

A Supplemental Benefit payable under the TESP shall be determined as (a) minus (b), if positive, where:

(a) is the benefit calculated under the Pension Plan, without regard to the maximum pension limits imposed by Article 9.07 of the Pension Plan

and

(b) is the benefit payable under the Pension Plan.

In determining the amounts of (a) and (b) the following are to be excluded:

- i) Any benefit granted in accordance with Article 4.02 (g) and Article 4.02 (i) of the Pension Plan,
- ii) Any benefit attributable to benefits transferred under a reciprocal transfer agreement pursuant to Article 12.01 of the Pension Plan unless an appropriate transfer, as determined by Ryerson, has also been made into the TESP, and
- iii) Any benefit attributable to Credited Service purchased pursuant to Article 12.02 of the Pension Plan.

5.2. PAYMENT OF SUPPLEMENTAL BENEFIT ON RETIREMENT

If an Active Member who is eligible under Article 3 retires and is eligible to receive an immediate Pension under the terms of the Pension Plan then the Member is entitled to receive an immediate Supplemental Benefit determined by reference to Section 5.1 payable in the same form and commencing on the same date as the Member's Pension.

5.3. DEFERRED SUPPLEMENTAL BENEFIT ON VESTED TERMINATION

If an Active Member who is eligible under Article 3 terminates employment with Ryerson prior to retirement and is entitled to a deferred Pension under the terms of the Pension Plan, then the Member shall become a Deferred Member entitled to receive a deferred lifetime Supplemental Benefit determined by reference to Section 5.1 and payable in the same form and commencing on the same date as the Member's Pension.

5.4. COMMUTATION OF SUPPLEMENTAL BENEFIT WHEN PENSION COMMUTED

If a Member who is eligible under Article 3 elects or is deemed to elect to commute his Pension, then his Supplemental Benefit shall also be commuted and paid in a lump sum. The lump sum amount shall be determined by reference to Section 5.1 and shall be paid coincident with the payment or transfer of the Commuted Value under the Pension Plan. Upon payment of such Commuted Value the Member shall not be entitled to any further benefit under the TESP.

5.5. PAYMENT OF SUPPLEMENTAL BENEFIT ON PRE-RETIREMENT DEATH

If a death benefit is payable under the Pension Plan as a result of the death of an Active or Deferred Member who is eligible under Article 3, then a Supplemental Benefit shall be paid to the person who is entitled to receive the death benefit under the Pension Plan. The amount of such death benefit shall be determined by reference to Section 5.1 and shall be paid in the same form and at the same time as the benefit under the Pension Plan. If paid as a lump sum, such lump sum is not eligible to be transferred directly into a registered retirement savings vehicle.

5.6 COMMUTATION OF SMALL SUPPLEMENTAL BENEFIT

- (a) If the benefit under the Pension Plan is paid in a single lump sum pursuant to Article 9.04 of the Pension Plan, then the Supplemental Benefit will also be paid in a single lump sum amount equal to the Commuted Value of the Supplemental Benefit.
- (b) If the monthly Supplemental Benefit payable to or in respect of a Member under the TESP is less than \$25.00 per month, then Ryerson may, in its absolute discretion, require the recipient to receive such monthly benefit in a single lump sum amount equal to the Commuted Value of the Supplemental Benefit.

5.7 ADJUSTMENTS TO SUPPLEMENTAL BENEFIT IN PAYMENT

When Ryerson grants an overall increase to Pensions in payment under the Pension Plan to reflect increases in the cost of living as provided in Appendix A of the Pension Plan then Ryerson shall also increase the Supplemental Benefits then in payment under the TESP at the same time and by the same percentage.

6. RCA TRUST FUND

6.1. FUNDING MEDIUM

Ryerson shall enter into an agreement (the "Agreement") with the Funding Agent under which the Funding Agent shall receive the contributions of Ryerson and the Members under the TESP and deposit them in the RCA Trust Fund to be held, invested, reinvested and distributed by the Funding Agent in accordance with the terms of:

- (i) the Agreement; and
- (ii) the TESP.

Ryerson may amend or fully or partially revoke the funding agreement with the Funding Agent, fully or partially revoke any trust governing the RCA Trust Fund, or remove the Funding Agent and appoint an additional and/or a successor Funding Agent as it may deem appropriate.

6.2. **TERMINATION OF AGREEMENT**

Any Agreement entered into hereunder may be terminated by Ryerson or by the resignation of the Funding Agent with due notice each to the other as provided in the Agreement, in which case, Ryerson, at its sole discretion, shall enter into a new Agreement with another Funding Agent.

6.3. **LIMITATION OF LIABILITY**

Neither the Funding Agent nor the Actuary shall be liable in any manner to any Member of the TESP, nor to Ryerson, if the RCA Trust Fund is at any time insufficient to provide for the payment of all or any benefits under the TESP. Such benefits shall be payable from the RCA Trust Fund and any shortfall shall be payable by Ryerson at the time such payment comes due.

No member of a committee, if one is empowered, or individual who is an employee of Ryerson shall incur any liability in respect of the administration of the TESP or for anything done or omitted to be done by him, except for his own willful misconduct, gross negligence or bad faith.

Ryerson hereby agrees to indemnify any such committee and each member thereof and any such employee of Ryerson against, and agrees to hold them and each of them free and harmless from any costs, expense, claim, cause of action or other liability which may be asserted against or be incurred by or be recovered from them or any of them in connection with the administration of the TESP, including without limitation, any loss, costs, expense (including reasonable legal expense), disbursement, or other damage arising out of any action or omission by them or any of them in the course of their duties of administration. Such indemnification shall not apply to any claim in respect of which it is determined by a court of competent jurisdiction (from which no appeal has been taken within the time prescribed by law) that the members of the committee or any of them or such employee of Ryerson have been guilty of willful misconduct or gross negligence or acted in bad faith. No bond or other security shall be required.

6.4. NOT IN LIEU OF SALARY OR WAGES

Any contributions made by Ryerson to the RCA Trust, or any pension benefits payable under the TESP shall be in addition to and shall not be on account of or in lieu of any salary, wage, bonus or other compensation for current, future or past service rendered by the Member.

6.5. NATURE OF THE TESP

It is intended that the prefunding of the TESP shall establish a "retirement compensation arrangement" as that term is defined in the ITA from time to time and shall not be deemed to be a "salary deferral arrangement", a "pension plan", a "retiring allowance" or any "employee trust" pursuant to the ITA, nor a "pension plan" pursuant to the Pension Benefits Act of Ontario.

6.6. RCA TRUST FUND INVESTMENTS

Ryerson shall develop an investment policy with respect to the investment of the assets held by the RCA Trust Fund.

6.7. FEES AND EXPENSES

The fees and expenses incurred in the establishment and/or administration of the TESP and the RCA Trust Fund shall be paid out of the RCA Trust Fund to the extent that Ryerson, in its sole discretion, decides that such fees and expenses shall not be paid by Ryerson directly. Notwithstanding the foregoing, at its discretion Ryerson may be reimbursed from the RCA Trust Fund for any fees and expenses it pays or incurs in relation to the establishment and/or administration of the TESP and the RCA Trust Fund.

7. ADMINISTRATION

7.1. POWERS OF ADMINISTRATION

Ryerson shall be responsible for the overall operation and administration of the TESP. The Board shall enter into an agreement with the Funding Agency and any other party as determined by the Board, to administer the TESP and/or the RCA Trust Fund. Subject to the limitations of the TESP, the Funding Agency, any such other party, and Ryerson from time to time shall establish rules for the administration of the TESP and the transaction of business. The determination of Ryerson as to any disputed question shall be conclusive.

As an aid to Ryerson in adopting tables and in fixing the rates of contributions payable to the TESP, the Actuary shall provide such information as Ryerson may request from time to time, with respect to the contingent assets and liabilities of the TESP. Such party as designated by the Board shall maintain accounts showing the fiscal transactions of the TESP, and shall keep in convenient form such data as may be necessary for the proper administration of the Plan.

7.2. DELEGATION

Ryerson may delegate any or all of its powers, rights, authorities and duties of administration of the TESP to an individual or individuals, a corporation and/or a committee (established by, and with such authority as determined by, the Board), as in its discretion it deems necessary or appropriate.

7.3. MARRIAGE BREAKDOWN

When an order from a court of competent jurisdiction or a valid domestic contract requiring division of a Member's benefits under the TESP due to breakdown of marriage or dissolution of a common-law relationship has been received by Ryerson, such division shall be made in accordance with such order or contract, as determined by Ryerson and subject to any requirements prescribed under any applicable legislation. Any necessary adjustments shall be made to the Member's benefit entitlement. However, no order or domestic contract shall give a Member's Spouse greater rights to payment of a benefit under the TESP at any time than the Member would have under the TESP at such time.

8. MISCELLANEOUS

8.1. AMENDMENT AND TERMINATION

Ryerson shall have the right at any time and from time to time, to amend, modify or terminate the TESP in part or in full, including merging the TESP with another plan or transferring the assets of the TESP to another plan; provided, however, that no such amendment, modification or termination of the TESP shall operate to reduce the aggregate of the benefits which have accrued to a Member or other persons entitled to benefits under the TESP and the Pension Plan prior to the date of such amendment, without the consent of such Member or the Member's survivors as the case may be.

Upon termination of the TESP, Ryerson shall settle any obligations and pay any benefits owed under the TESP to the Member, Spouse or Beneficiary, as the case

may be, out of the RCA Trust Fund, in such manner as determined by Ryerson, subject to the Income Tax Act. To the extent that the assets in the RCA Trust Fund are not sufficient to pay in full such benefits and obligations, Ryerson may, in its discretion, make reasonable alternative arrangements for such payment.

8.2. **NO ALIENATION OF BENEFITS**

The benefits under the TESP shall not be subject to anticipation, encumbrance, execution, seizure or attachment except to the extent permitted by law. Any transaction purporting to assign, charge or give as security any benefit payable under the TESP is void.

8.3. **NO ENLARGEMENT OF EMPLOYMENT RIGHTS**

The establishment and maintenance of the TESP shall not be construed as conferring any legal rights upon any person to the continuation of his or her employment with Ryerson nor will the TESP interfere with the rights of Ryerson to discharge any employee. Nothing contained herein shall be construed as conferring upon the Member the right to continue in the employ of Ryerson in any capacity.

8.4. **SEVERABILITY**

If any provision of the TESP is determined to be void or unenforceable in whole or in part, such determination shall not affect the validity or enforcement of any other provision or any remaining, unaffected portion of the provision.

8.5. **SUCCESSORS AND ASSIGNS**

The TESP shall be binding upon any permitted successors (including by amalgamation or consolidation with another organization) or assigns of Ryerson.

8.6. **GOVERNING LAW**

The TESP shall be construed in accordance with and governed by the laws of the Province of Ontario.

**~~THE~~ TOTAL EARNINGS SUPPLEMENTAL PLAN
FOR EMPLOYEES OF RYERSON UNIVERSITY
(AMENDED AND RESTATED EFFECTIVE JANUARY 1, ~~2012~~2021)**

1. PURPOSE

This *Total Earnings Supplemental Plan for Employees of Ryerson University* (~~Supplemental Plan~~TESP) was established effective January 1, 2006 to provide supplemental retirement income for employees of Ryerson University (Ryerson) who participate in the Ryerson Retirement Pension Plan (Pension Plan) and whose benefits under the Pension Plan are restricted by the limits imposed under the Income Tax Act (ITA).

~~This Supplemental Plan~~The TESP applies to all eligible employees who retire, die or otherwise terminate employment on or after January 1, 2006. ~~This Supplemental Plan~~The TESP also assumes the obligation to provide certain supplemental retirement benefits payable on and after January 1, 2006 for or in respect of certain former employees of Ryerson who retired, died or terminated employment prior to January 1, 2006 and who are receiving a supplemental retirement benefit, or in respect of whom a supplemental retirement benefit is being paid as of January 1, 2006.

The ~~Supplemental Plan~~TESP was last restated effective January 1, 2012.

The TESP is hereby amended and restated effective January 1, ~~2012~~2021. This amendment and restatement shall apply to the determination of benefits to eligible employees who retire, die or otherwise terminate employment on or after January 1, ~~2012~~2021.

2. DEFINITIONS

The definitions contained in the Ryerson Retirement Pension Plan are incorporated into ~~this Supplemental Plan~~the TESP, except as specifically modified or stated otherwise herein. In addition, the following definitions shall apply:

"Actuary" means the Actuary so appointed under the Pension Plan.

"Board" means the Board of Governors of Ryerson University.

"Commuted Value" means, in relation to a benefit that a person has a present or future entitlement to receive, a lump sum amount which is the actuarial present value of such benefit computed using the same factors as those that are applied to determine the commuted value of any benefit payable from the Pension Plan and without making any adjustment for income tax which may be levied on the lump sum benefit.

"Effective Date" means January 1, 2006.

"Funding Agent" means the trust company, individual trustees or insurance company appointed by Ryerson pursuant to Section 6.1 for the purpose of holding and administering the RCA Trust Fund.

"ITA" means the Income Tax Act (Canada) and any applicable provincial Income Tax Act, together with any relevant regulations and rules thereunder, as they may be amended from time to time.

"Member" means a person who is entitled to receive a benefit under the ~~Supplemental Plan~~ TESP or who may be entitled to receive a benefit under the ~~Supplemental Plan~~ TESP following termination of employment with Ryerson. **"Active Member"** means an employee of Ryerson who is a member of the Pension Plan. **"Deferred Member"** means a person who is no longer an employee of Ryerson and who is entitled to receive a deferred Supplemental Benefit pursuant to Section 5.3. **"Retired Member"** means a person who is no longer an employee of Ryerson and who is receiving a periodic Supplemental Benefit.

"Pension" of a Member means the lifetime pension payable to a Member, or in respect of a Member under the Pension Plan.

"Pension Plan" means the Ryerson Retirement Pension Plan as amended from time to time.

"RCA Trust Fund" means the retirement compensation arrangement trust fund established by Ryerson University for the ~~Supplemental Plan~~ TESP.

"Ryerson" means Ryerson University.

"Supplemental Benefit" means any benefit payable under the provisions of the ~~Supplemental Plan~~ TESP.

"Supplemental Plan" TESP means the plan set forth in this document and known as the Total Earnings Supplemental Plan for Employees of Ryerson University, as it may be amended from time to time.

3. SUPPLEMENTAL BENEFIT PAYABLE

Subject to the exclusions in Section 5.1, a Supplemental Benefit shall be payable under ~~this Supplemental Plan~~ the TESP to or in respect of a Member if:

- (a) the Member retires, dies or otherwise terminates active participation in the Pension Plan;
- (b) a benefit is payable under the Pension Plan to or in respect of the Member; and
- (c) the amount of the benefit payable under the Pension Plan in respect of the Member is limited due to the maximum lifetime pension permitted under the ITA to be paid from a registered pension plan.

The amount and form of the Supplemental Benefit shall be determined pursuant to Article 5.

4. FUNDING

4.1. MEMBER CONTRIBUTIONS

Every Member of the ~~Supplemental Plan~~ TESP who contributes to the Pension Plan or is deemed to contribute to the Pension Plan during a Plan Year shall contribute to the RCA Trust Fund from the Member's Salary for the Plan Year in accordance with subsection (a) or (b) below, as applicable:

(a) In the case of a Member of the TESP other than a Member described in sub-section (b) below:

(i) 9.95% of the part thereof which is below the year's basic exemption as prescribed by the Canada Pension Plan;

AND

(ii) 7.75% of the part thereof which is between the year's basic exemption and the YMPE;

AND

(iii) 9.95% of the part thereof which is in excess of the YMPE;

LESS

(iv) any contribution the Member makes to the Pension Plan.

(b) In the case of a Member of the TESP who is a Faculty Association Member:

(i) ~~899~~.5% of the part thereof which is below the year's basic exemption as prescribed by the Canada Pension Plan;

AND

(ii) ~~6.277~~.4% of the part thereof which is between the year's basic exemption and the YMPE;

AND

(iii) ~~899~~.5% of the part thereof which is in excess of the YMPE;

LESS

(iv) any contribution the Member makes to the Pension Plan.

~~(a)~~**(c)** If a Notional Pensionable Salary has been designated under the terms of the Pension Plan in respect of the Member, the contributions as provided above shall be based upon such Notional Pensionable Salary.

Ryerson shall deduct, or cause to be deducted, from the Salary of a Member in each pay period after the Member has reached the maximum contribution level under the Pension Plan for the Plan Year, the contribution payable by the Member as provided above, unless Ryerson in its discretion, shall elect to make such contribution to the RCA Trust Fund on behalf of the Member who is a faculty member in receipt of benefits under the long-term disability plan sponsored by Ryerson, in which case no such deduction shall be made.

Member contributions will be made in accordance with the ~~Supplemental Plan~~ TESP. All Member contributions shall be remitted by Ryerson to the Funding Agent and the Canada Revenue Agency in accordance with the ITA.

4.2. OTHER MEMBER CONTRIBUTIONS

If a Member contributes to the Pension Plan for other periods of service, as provided in Section 4.02 of the Pension Plan, excluding periods provided under Section 4.02(hg) and Section 4.02(i), the amount of the Member contribution to the RCA Trust Fund for such other period of service shall be calculated as provided in Section 4.02 of the Pension Plan, without regard for the ITA limits, less the contribution the Member makes to the Pension Plan.

4.3. RYERSON CONTRIBUTIONS

Ryerson shall make contributions to the RCA Trust Fund from time to time in such amounts as it may determine at its sole discretion, based on information provided by the Actuary. In respect of any Plan Year, such contributions shall not be less than Member contributions for the Plan Year, as provided in Section 4.1 and Section 4.2 above.

In addition, effective January 1, 2021, Ryerson is contributing to the RCA Trust Fund in respect of the Salary of each Faculty Association Member, an amount equal to two times the difference between the contribution rates under Section 4.1(a) and the contribution rates under Section 4.1(b). This contribution is in effect until June 30, 2023, unless extended.

4.4. REFUNDABLE TAX

Ryerson shall remit to the Canada Revenue Agency ("CRA") such portion of its contributions and of the contributions of Members as is required for purposes of the refundable tax under the retirement compensation arrangement provisions of the ITA.

4.5 50% RULE

Where a benefit is payable under the ~~Supplemental Plan~~TESP as a result of the retirement, termination of employment or death of a Member, there shall be refunded, in a lump sum payment, the amount, if positive, by which such Member's contributions to the Pension Plan and the ~~Supplemental Plan~~TESP made after December 31, 1986, together with Refund Interest thereon, exceed 50% of the Commuted Value of the benefit under the ~~Supplemental Plan~~TESP plus the benefit under the Pension Plan both accrued after December 31, 1986 and determined at Termination Date LESS any such refund paid from the Pension Plan pursuant to its Section 9.06. This Section does not apply to benefits or contributions resulting from the election by a Member to purchase Credited Service under Section 4.02 (hg) and Section 4.02 (i) of the Pension Plan. The lump sum amount shall be paid to the Member, or in the case of death, to the Member's Beneficiary or if there is no Beneficiary, to the Member's estate.

4.6 APPLICATION OF SURPLUS

In the event that all required benefit payments under the ~~Supplemental Plan~~TESP have been fully paid or otherwise fully satisfied, and there are no remaining benefit obligations of the ~~Supplemental Plan~~TESP to be paid to any person, any remaining assets of the RCA Trust Fund, including the right to any refundable tax held pursuant to the ITA, shall be divided into two equal shares, one share to be paid to Ryerson and the other share divided among the Active Members, Deferred Members, Retired Members and their Beneficiaries and Spouses as appropriate.

5. SUPPLEMENTARY BENEFIT ENTITLEMENTS

5.1. SUPPLEMENTAL BENEFIT FORMULA

A Supplemental Benefit payable under ~~this Supplemental Plan~~the TESP shall be determined as (a) minus (b), if positive, where:

(a) is the benefit calculated under the Pension Plan, without regard to the maximum pension limits imposed by Article 9.07 of the Pension Plan

and

(b) is the benefit payable under the Pension Plan.

In determining the amounts of (a) and (b) the following are to be excluded:

- i) Any benefit granted in accordance with Article 4.02 (~~hg~~) and Article 4.02 (i) of the Pension Plan,
- ii) Any benefit attributable to benefits transferred under a reciprocal transfer agreement pursuant to Article 12.01 of the Pension Plan unless an appropriate transfer, as determined by Ryerson, has also been made into the ~~Supplemental Plan~~ TESP, and
- iii) ~~Effective July 1, 2013, any~~ Any benefit attributable to Credited Service purchased pursuant to Article 12.02 of the Pension Plan.

~~Notwithstanding the foregoing, if a Member as of his Termination Date, is not entitled to receive an immediate pension under the Plan, and has not accrued two years of Credited Service nor completed two years of membership in the Pension Plan, such Member shall receive only a refund of Member contributions made to the Supplemental Plan with Refund Interest, including Member contributions under a reciprocal agreement if such contributions have been transferred to the Supplemental Plan.~~

5.2. PAYMENT OF SUPPLEMENTAL BENEFIT ON RETIREMENT

If an Active Member who is eligible under Article 3 retires and is eligible to receive an immediate Pension under the terms of the Pension Plan then the Member is entitled to receive an immediate Supplemental Benefit determined by reference to Section 5.1 payable in the same form and commencing on the same date as the Member's Pension.

5.3. DEFERRED SUPPLEMENTAL BENEFIT ON VESTED TERMINATION

If an Active Member who is eligible under Article 3 terminates employment with Ryerson prior to retirement and is entitled to a deferred Pension under the terms of the Pension Plan, then the Member shall become a Deferred Member entitled to receive a deferred lifetime Supplemental Benefit determined by reference to Section 5.1 and payable in the same form and commencing on the same date as the Member's Pension.

5.4. COMMUTATION OF SUPPLEMENTAL BENEFIT WHEN PENSION COMMUTED

If a Member who is eligible under Article 3 elects or is deemed to elect to commute his Pension, then his Supplemental Benefit shall also be commuted and paid in a lump sum. The lump sum amount shall be determined by reference to Section 5.1 and shall be paid coincident with the payment or transfer of the Commuted Value under the Pension Plan. Upon payment of such Commuted Value the Member shall not be entitled to any further benefit under the ~~Supplemental Plan~~. TESP.

5.5. PAYMENT OF SUPPLEMENTAL BENEFIT ON PRE-RETIREMENT DEATH

If a death benefit is payable under the Pension Plan as a result of the death of an Active or Deferred Member who is eligible under Article 3, then a Supplemental Benefit shall be paid to the person who is entitled to receive the death benefit under the Pension Plan. The amount of such death benefit shall be determined by reference to Section 5.1 and shall be paid in the same form and at the same time as the benefit under the Pension Plan. If paid as a lump sum, such lump sum is not eligible to be transferred directly into a registered retirement savings vehicle.

5.6. COMMUTATION OF SMALL SUPPLEMENTAL BENEFIT

- (a) If the benefit under the Pension Plan is paid in a single lump sum pursuant to Article 9.04 of the Pension Plan, then the Supplemental Benefit will also be paid in a single lump sum ~~calculated on the same actuarial basis as the benefit under the Pension Plan~~ amount equal to the Commuted Value of the Supplemental Benefit.
- (b) If the monthly Supplemental Benefit payable to or in respect of a Member under the TESP is less than \$25.00 per month, then Ryerson

may, in its absolute discretion, require the recipient to receive such monthly benefit in a single lump sum amount equal to the Commuted Value of the Supplemental Benefit.

5.7 ADJUSTMENTS TO SUPPLEMENTAL BENEFIT IN PAYMENT

When Ryerson grants an overall increase to Pensions in payment under the Pension Plan to reflect increases in the cost of living as provided in Appendix A of the Pension Plan then Ryerson shall also increase the Supplemental Benefits then in payment under the ~~Supplemental Plan~~TESP at the same time and by the same percentage.

6. RCA TRUST FUND

6.1. FUNDING MEDIUM

Ryerson shall enter into an agreement (the "Agreement") with the Funding Agent under which the Funding Agent shall receive the contributions of Ryerson and the Members under the ~~Supplemental Plan~~TESP and deposit them in the RCA Trust Fund to be held, invested, reinvested and distributed by the Funding Agent in accordance with the terms of:

- (i) the Agreement; and
- (ii) the ~~Supplemental Plan~~TESP.

Ryerson may amend or fully or partially revoke the funding agreement with the Funding Agent, fully or partially revoke any trust governing the RCA Trust Fund, or remove the Funding Agent and appoint an additional and/or a successor Funding Agent as it may deem appropriate.

6.2. TERMINATION OF AGREEMENT

Any Agreement entered into hereunder may be terminated by Ryerson or by the resignation of the Funding Agent with due notice each to the other as provided in the Agreement, in which case, Ryerson, at its sole discretion, shall enter into a new Agreement with another Funding Agent.

6.3. LIMITATION OF LIABILITY

Neither the Funding Agent nor the Actuary shall be liable in any manner to any Member of the ~~Supplemental Plan~~TESP, nor to Ryerson, if the RCA

Trust Fund is at any time insufficient to provide for the payment of all or any benefits under the ~~Supplemental Plan~~TESP. Such benefits shall be payable from the RCA Trust Fund and any shortfall shall be payable by Ryerson at the time such payment comes due.

No member of a committee, if one is empowered, or individual who is an employee of Ryerson shall incur any liability in respect of the administration of the ~~Supplemental Plan~~TESP or for anything done or omitted to be done by him, except for his own willful misconduct, gross negligence or bad faith.

Ryerson hereby agrees to indemnify any such committee and each member thereof and any such employee of Ryerson against, and agrees to hold them and each of the them free and harmless from any costs, expense, claim, cause of action or other liability which may be asserted against or be incurred by or be recovered from them or any of them in connection with the administration of the ~~Supplemental Plan~~TESP, including without limitation, any loss, costs, expense (including reasonable legal expense), disbursement, or other damage arising out of any action or omission by them or any of them in the course of their duties of administration. Such indemnification shall not apply to any claim in respect of which it is determined by a court of competent jurisdiction (from which no appeal has been taken within the time prescribed by law) that the members of the committee or any of them or such employee of Ryerson have been guilty of willful misconduct or gross negligence or acted in bad faith. No bond or other security shall be required.

6.4. NOT IN LIEU OF SALARY OR WAGES

Any contributions made by Ryerson to the RCA Trust, or any pension benefits payable under the ~~Supplemental Plan~~TESP shall be in addition to and shall not be on account of or in lieu of any salary, wage, bonus or other compensation for current, future or past service rendered by the Member.

6.5. NATURE OF THE ~~SUPPLEMENTAL PLAN~~TESP

It is intended that the prefunding of the ~~Supplemental Plan~~TESP shall establish a "retirement compensation arrangement" as that term is defined in the ITA from time to time and shall not be deemed to be a "salary deferral arrangement", a "pension plan", a "retiring allowance" or any "employee

trust" pursuant to the ITA, nor a "pension plan" pursuant to the Pension Benefits Act of Ontario.

6.6. RCA TRUST FUND INVESTMENTS

Ryerson shall develop an investment policy with respect to the investment of the assets held by the RCA Trust Fund.

6.7. FEES AND EXPENSES

The fees and expenses incurred in the establishment and/or administration of the ~~Supplemental Plan~~TESP and the RCA Trust Fund shall be paid out of the RCA Trust Fund to the extent that Ryerson, in its sole discretion, decides that such fees and expenses shall not be paid by Ryerson directly. Notwithstanding the foregoing, at its discretion Ryerson may be reimbursed from the RCA Trust Fund for any fees and expenses it pays or incurs in relation to the establishment and/or administration of the ~~Supplemental Plan~~TESP and the RCA Trust Fund.

7. ADMINISTRATION

7.1. POWERS OF ADMINISTRATION

Ryerson shall be responsible for the overall operation and administration of the ~~Supplemental Plan~~TESP. The Board shall enter into an agreement with the Funding Agency and any other party as determined by the Board, to administer the ~~Supplemental Plan~~TESP and/or the RCA Trust Fund. Subject to the limitations of the ~~Supplemental Plan~~TESP, the Funding Agency, any such other party, and Ryerson from time to time shall establish rules for the administration of the ~~Supplemental Plan~~TESP and the transaction of business. The determination of Ryerson as to any disputed question shall be conclusive.

As an aid to Ryerson in adopting tables and in fixing the rates of contributions payable to the ~~Supplemental Plan~~TESP, the Actuary ~~designated by the Board~~ shall provide such information as Ryerson may request from time to time, with respect to the contingent assets and liabilities of the ~~Supplemental Plan~~TESP. Such party as designated by the Board shall maintain accounts showing the fiscal transactions of the ~~Supplemental Plan~~TESP, and shall keep in convenient form such data as may be necessary for the proper administration of the Plan.

7.2. DELEGATION

Ryerson may delegate any or all of its powers, rights, authorities and duties of administration of the ~~Supplemental Plan~~TESP to an individual or individuals, a corporation and/or a committee (established by, and with such authority as determined by, the Board), as in its discretion it deems necessary or appropriate.

7.3. MARRIAGE BREAKDOWN

When an order from a court of competent jurisdiction or a valid domestic contract requiring division of a Member's benefits under the ~~Supplemental Plan~~TESP due to breakdown of marriage or dissolution of a common-law relationship has been received by Ryerson, such division shall be made in accordance with such order or contract, as determined by Ryerson and subject to any requirements prescribed under any applicable legislation. Any necessary adjustments shall be made to the Member's benefit entitlement. However, no order or domestic contract shall give a Member's Spouse greater rights to payment of a benefit under the ~~Supplemental Plan~~TESP at any time than the Member would have under the ~~Supplemental Plan~~TESP at such time.

8. MISCELLANEOUS

8.1. AMENDMENT AND TERMINATION

Ryerson shall have the right at any time and from time to time, to amend, modify or terminate the ~~Supplemental Plan~~TESP in part or in full, including merging the ~~Supplemental Plan~~TESP with another plan or transferring the assets of the ~~Supplemental Plan~~TESP to another plan; provided, however, that no such amendment, modification or termination of the ~~Supplemental Plan~~TESP shall operate to reduce the aggregate of the benefits which have accrued to a Member or other persons entitled to benefits under the ~~Supplemental Plan~~TESP and the Pension Plan prior to the date of such amendment, without the consent of such Member or the Member's survivors as the case may be.

Upon termination of the ~~Supplemental Plan~~TESP, Ryerson shall settle any obligations and pay any benefits owed under the ~~Supplemental Plan~~TESP to the Member, Spouse or Beneficiary, as the case may be, out of the RCA Trust Fund, in such manner as determined by Ryerson, subject to the

Income Tax Act. To the extent that the assets in the RCA Trust Fund are not sufficient to pay in full such benefits and obligations, Ryerson may, in its discretion, make reasonable alternative arrangements for such payment.

8.2. NO ALIENATION OF BENEFITS

The benefits under the ~~Supplemental Plan~~TESP shall not be subject to anticipation, encumbrance, execution, seizure or attachment except to the extent permitted by law. Any transaction purporting to assign, charge or give as security any benefit payable under the ~~Supplemental Plan~~TESP is void.

8.3. NO ENLARGEMENT OF EMPLOYMENT RIGHTS

The establishment and maintenance of the ~~Supplemental Plan~~TESP shall not be construed as conferring any legal rights upon any person to the continuation of his or her employment with Ryerson nor will the ~~Supplemental Plan~~TESP interfere with the rights of Ryerson to discharge any employee. Nothing contained herein shall be construed as conferring upon the Member the right to continue in the employ of Ryerson in any capacity.

8.4. SEVERABILITY

If any provision of the ~~Supplemental Plan~~TESP is determined to be void or unenforceable in whole or in part, such determination shall not affect the validity or enforcement of any other provision or any remaining, unaffected portion of the provision.

8.5. SUCCESSORS AND ASSIGNS

The ~~Supplemental Plan~~TESP shall be binding upon any permitted successors (including by amalgamation or consolidation with another organization) or assigns of Ryerson.

8.6. GOVERNING LAW

The ~~Supplemental Plan~~TESP shall be construed in accordance with and governed by the laws of the Province of Ontario.

DRAFT RESOLUTION

**Re: Total Earnings Supplemental Plan for Employees of Ryerson University -
Amended and Restated**

BE IT AND IT IS HEREBY RESOLVED:

THAT the Board of Governors approves the Amended and Restated Total Earning Supplemental Plan for Employees of Ryerson University effective January 2021, which increases the contribution rate to the Total Earnings Supplemental Plan for Employees of Ryerson University; and incorporates certain other revisions in the administration of the Total Earnings Supplemental Plan for Employees of Ryerson University.

November 30, 2022



**BOARD OF GOVERNORS MEETING
November 30, 2022**

Agenda Item: Financial Statements (unaudited) for the period ending October 31, 2022

STRATEGIC Objectives

- ☐ Academic
- ☐ Student Engagement and Success
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☒ Financial Resources Management
- ☐ Compliance (e.g. legislatively required)
- ☒ Governance

ACTION REQUIRED: Approval

SUMMARY

The second quarter (“Q2”) unaudited financial statements for the six (6) months ending October 31, 2022 indicate that Toronto Metropolitan University (the “University”) remains on track to meet the 2022-23 budget as approved by the Board of Governors in April 2022.

BACKGROUND

The Balance Sheet summarizes the assets and liabilities as of the period ended October 31, 2022 (“Q2”). Best estimate projections to the end of the fiscal year, April 30, 2023, have been provided where practical. Also, comparisons to the actual results for the previous year-end, April 30, 2022, are included. As certain figures in the financial statements are dependent on actuarial assumptions and market conditions, estimates are not practical and normally adjusted at year-end.

The Statement of Operations summarizes the major revenues and expenditures with actuals for the six (6) months ending October 31, 2022. Adjustments to actuals have been made on a modified accrual basis to represent best estimates given the time passed as of October 31, 2022. The approved 2022-23 annual budget, presented to the Board in April 2022, is compared to actuals projected to year-end. Best estimates of projections to the end of the fiscal year, April 30, 2023, have been provided based on the actual results to date, trends, and expected changes.

The Statement of Operations includes all consolidated financial activities of the University. The University uses fund accounting in its financial and budgetary accounting system to manage all activities within segregated funds (as summarized on the annual approved consolidated budget schedule: operating, student funded, ancillary, trust and endowment, research and other

restricted grants). These segregated funds are regularly monitored by the departments, researchers and divisions responsible for their use, as well as centrally within Financial Services through online access, reporting, and monitoring. Oversight of segregated funds exists to ensure that they are used for the purposes intended, not used to fund operating activities, and to ensure that variances to budget within these segregated funds are proactively monitored and corrective action taken as needed.

HIGHLIGHTS

Balance Sheet:

- The cash and investments position continues to remain in a solid position and mainly reflects proceeds of the \$250 million (“M”) debenture issued on May 4, 2021. The restricted investments also include deferred revenue contributions relating to large federal grants such as the Future Skills Centre and Magnet’s Student Work Placement Program (“SWPP”). The deferred revenue contributions for the period decreased by \$52M primarily due to an increase in activities related to these programs.
- Cash and non-endowed investment balances are reviewed on an ongoing basis to ensure that an adequate amount of restricted cash is available for the intended future restricted use. Various analyses are prepared and reviewed quarterly that attributes components of investments available for future spending of deferred revenue contributions. The total cash uses and sources of cash are detailed in the Statement of Cash flows.
- Accounts receivable and deferred revenues are at their highest point at this time of the year, reflecting the normal student fee cycle. Winter term fees have been assessed but are not yet due nor earned as of October. The balance reflects modified accrual based estimates on time passed and the projected year-end budget. Collection activities that started early last year continue with reasonable provisions for bad debts.
- All other assets and liabilities are trending as expected for this time of year.
- Employee future benefits (pension and other) are normally updated annually at the fiscal year-end as they are dependent on actuarial assumptions and related market conditions that will exist at the fiscal year end.
 - Starting with this fiscal year the change in accounting standards (*Section 3462 Employee future benefits*) removed the accommodation to apply funding valuation to defined benefits plans that do not have a legislative, regulatory or contractual requirement to use funding valuation. Instead, the measurement of the defined benefit obligations for such plans is now performed as an accounting valuation. The new method that will be consistently applied relies on the Canadian Institute of Actuaries (CIA) /Fiera yield curve to determine the discount rate to measure plan obligations for unfunded plans. The opening balance for Q2 reflects an adjustment to the April 30, 2022 figures of \$9.5M related to this accounting change on the unfunded supplemental pension and other employee future benefit plans.
- Net assets are directly impacted by operating results, and from the market driven volatility of the employee's future benefits, and the interest rate swaps. As noted above, the opening balance reflects the change in accounting standards for employee future benefits for unfunded supplemental pension and other benefits plans. Refer to details in the Statement of Net Assets.

Statement of Operations:

- Government grants for general operations are received and expected as planned.
- Restricted grants are recognized as income as expense is incurred. These grants include large federal grants for Future Skills and Magnet's SWPP. Prior year actuals are consistent with last year's Q2. The expenditures for payments made to other institutions and sub-grantees are reflected as a separate expenditure category.
- Actual international undergraduate tuition revenues are trending towards a slight increase over last year from increased tuition fee rates. However, total tuition revenues are projected to be below the approved budget for international enrolments due to lingering COVID restrictions on international visas and delays in processing. Graduate domestic enrolment is projected to be lower with a slight offset with higher enrolments in undergraduate domestic. Winter enrolment looks promising but at this Q2 point of time, the overall gross tuition revenue is projected to be lower than the budget by about \$6.5M. Variable costs associated with enrolment are held centrally until confirmed, so with the reduced revenue, these variable cost provisions will be lower by approximately \$4.5M with the overall net bottom impact from tuition at Q2 is estimated at \$2M. It is hoped that by Q3, this will be partially offset by a new winter intake of international students, which could bring us closer to budget balance.
- Ancillary Service revenues reflect an overall improvement over the prior year at this time with an increase in activities in residence, parking, and food services operations. Ancillary net losses that were projected in the approved budget at \$1.1M are expected to improve and estimated to break even by end of the fiscal year.
- Salaries and benefits are trending as expected and will increase over prior years due to related salary increases with only a minor variance to the budget.
- Materials and supplies are trending higher at this time with the accelerated summer spending to prepare for the campus reopening (e.g. facility repairs, janitorial, maintenance). Year-end projections are higher due to activity on campus and the implementation of the hybrid work model and related impacts to travel, supplies, utilities and ancillary operations. With the lower than projected enrolment, related variable provisions are projected to decrease that are held in this category.
- Bursaries and scholarships are projected to be consistent with the budget.
- Sub-grants to partner institutions are projected to remain steady and reflects flow through grants related to Magnet's SWPP and the Future Skills Centre.
- Interest rate swap liability decreased due to changes in the yield curve used to value the swaps since year-end, which has resulted in an unrealized gain of \$4.7M. There is no change projected for the fiscal year-end as market conditions that will exist at year-end are not estimated.

Excess of expenses over revenues - before interest rate swap gain (loss)

- Overall, actual expenses incurred are outpacing revenues earned as of October 31, 2022 by \$7.5M, primarily due to the accelerated summer spending on supplies, repairs and facility. Some departments are drawing on unspent approved budgets from previous years to manage these costs. Expenses incurred in the current year covered by a prior year's budget are reflected in the operating results with a corresponding transfer from the internally restricted funds held in net assets. As of October 31, 2022, this amount is \$3M (refer to details in the Statement of Net Assets).

- Projected year end results show a shortfall of \$3M, reflecting the anticipated net \$2M impact from tuition, increased spending of \$5M, both of which are partially offset by the higher interest and other income of \$4M and the expected break even in ancillary operations.

ATTACHED

- Financial Statements (unaudited) for the period ending October 31, 2022

PREPARED BY:

Names: Ravi Haldavnekar, Controller & Director of Financial Accounting & Reporting

Nadia Ferrari, Director, Budget Administration and Advisory Services

Liana Quach, Manager Accounting and Reporting

Date: November 14, 2022

APPROVED BY:

Name: Joanne McKee, Chief Financial Officer

Date: November 14, 2022



Financial Statements

October 31, 2022

(unaudited)

Toronto Metropolitan University
CONSOLIDATED BALANCE SHEETS
[amounts in thousands]

	Period Ended October 31, 2022 Actual - Unaudited \$	Year Ended April 30, 2022 Actual - Audited \$	Year Ended April 30, 2023 Projected \$	Comments
ASSETS				
Current				
Cash, cash equivalent & short term investments	178,237	141,655	147,367	Q2 Cash & Investments of \$794M includes un-used portion of cash from debenture proceeds of \$250M and funds received for restricted purposes, some of which are a flow through.
Accounts receivable	175,335	36,793	38,500	Higher receivables at Q2 due to student fees for fall, balance projected to decrease and normalize at year-end.
Prepaid expenses	3,845	14,951	15,000	Reflects expenses paid but not yet incurred, year-end projections reflects historical trend.
Inventories	1,144	1,493	1,600	Inventory indicative of increase in campus activities for food service and book store activities
Current portion of long-term note receivable	365	354	177	Student Campus Centre & RFI
Total current assets	358,927	195,246	202,644	
Investments (endowment, restricted & other purposes)	616,167	667,524	612,970	This includes endowments and cash held with long term intent for restricted funds and capital projects. Decrease in balance mainly reflects funds used by year-to-date grant related program activities.
Employee future benefits - pension	132,219	141,669	132,219	Excess fair value ("FV") of plan assets that support future benefit obligations. Due to a change in accounting standards, amount at Q2 reflects opening balance adjustment related to unfunded supplemental pension & other benefits plan. Year-end projected balances is using the same amounts, and year end actual balances will be subject to actuarial adjustments.
Long-term note receivable	3,398	3,586	3,221	Student Campus Centre & RFI
Capital assets, net	1,223,548	1,233,335	1,213,761	Capital Plan - reduced year to date activity in capital asset acquisition/development, year-end projections forecasting based on year-to-date spend
Total Assets	2,334,259	2,241,360	2,164,815	
LIABILITIES AND NET ASSETS				
Current				
Accounts payable and accrued liabilities	102,420	94,893	95,000	Increase from year-end operational variance, slightly higher accounts payable balance as activities increase during fall. Year over year increase due to a/p and post-admin leave and vacation accrual from year-end
Deferred revenue	187,797	26,059	24,000	Reflects seasonal pattern, timing of certain government grants and deferral of winter fees - (see relevant Receivables comment above)
Current portion of long-term debt	9,286	9,041	9,536	Current portion of BMO & TD loans.
Current portion of fair value of interest rate swap	1,903	3,066	1,903	Current portion of Long term SWAP - see comments below.
Total current liabilities	301,405	133,059	130,439	
Employee future benefits - other	34,865	34,971	34,865	Minor increase due to application of change in accounting standards - see above
Long-term debt	498,903	503,564	494,278	Includes outstanding amounts for Series A & B debentures and BMO / TD loans
Fair value of interest rate SWAP	5,731	9,270	5,731	Fair value affected by a changes in yield curve used to value swaps, year-end projected uses Q2 actual for estimates and will change. Generally, a steepening of the yield curve will result in an increase in the value of the swap position, and a flattening of the yield curve will result in a decrease in the fair value of the swap positions.
Deferred revenue contributions	120,927	172,918	120,927	Externally restricted research grants and donations received in advance of expenditures incurred. Decrease reflects use of deferred funds during the current year.
Deferred capital contributions	274,490	277,689	271,293	Externally restricted grants and donations for capital purposes, amortized over the life of the assets.
Total Liabilities	1,236,321	1,131,471	1,057,533	
Net assets				
Endowments	149,243	148,873	149,213	Change due to donations received during the period. The change in FMV related to endowment funds held with Fiera Capital is reflected in long term investments referenced above.
Other	948,695	961,016	958,069	See statement of Net Assets attached
Total net assets	1,097,938	1,109,889	1,107,282	
Total Liabilities and Net assets	2,334,259	2,241,360	2,164,815	

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF OPERATIONS
[amounts in thousands]

	Year Ended April 30, 2022 Actual - Audited \$	Period Ended October 31, 2022 Actual - Unaudited \$	Year Ended April 30, 2023 Annual Approved Budget (Sch 3) \$	Year Ended April 30, 2023 Projected \$	Variance Fav (Unf) Annual Budget vs Projected \$	Comments
REVENUE						
Government grants for general operations	260,385	130,141	260,189	260,282	93	Consistent with prior year actuals and annual budget plan.
Government grants and contracts for restricted purposes	243,416	123,814	220,992	225,270	4,278	Restricted grants are recognized as income as expense is incurred, these also include large federal grants for Future Skills and Magnet- SWPP. The associated expenses are reported under sub-grants to partner institutions and salaries/material supplies. Projected budget includes various small restricted grant/contracts earned by 2nd quarter.
Student Fees	417,560	215,597	417,550	411,100	(6,450)	Slight increase in ugrad international fees in comparison to last year. Projected budget estimated to be unfavourable due to decrease graduate domestic enrolment and international enrolment due to COVID regulations on international visa offset by higher enrolment in ugrad domestic, approx. \$6.5M impact on tuition revenue.
Sales and services	24,655	14,137	29,954	31,347	1,393	Year over year results reflect an increase in ancillary activities on campus for both residence and food services. Projected budget includes a slight increase in sales for university business services, expected to break even by fiscal year end.
Donations recognized	21,233	3,425	13,097	12,753	(344)	Recognition of restricted donation revenues earned to match expenses incurred. Year over year change is due higher to gift in kind contributions in prior Q2 Projected budget consistent with annual budget plan.
Amortization of deferred capital contributions	13,353	6,599	13,444	13,198	(246)	Amortization of contributions for capital projects over life of assets.
Investment, and Other Income	18,677	11,730	11,684	15,984	4,300	Favourable year over year due to increase in investment income related to higher short term interest rates and other income. Projected budget includes an expected favourable variance for investment income.
	999,279	505,443	966,910	969,934	3,024	
EXPENSES						
Salaries and benefits	576,569	291,824	577,389	578,545	1,156	Change over prior year is mainly due to growth in staff and faculty related wages/benefits increases also includes spending related to Magnet SWPP and Future Skills.
Materials, supplies, repairs and maintenance	166,708	103,063	161,459	165,114	3,655	Increase in spending mainly due to facility expenses that commenced with campus re-opening, ancillary operations, travel and other new initiatives. Projected budget includes anticipated increase in travel, other on campus activities and reduce variable costs related to decrease in international and domestic graduate enrolment (approx. \$4.5M).
Bursaries and scholarships	54,342	24,670	55,758	56,107	349	Consistent with historical trend and plan commitments by the University
Debt service interest	20,881	9,955	19,367	19,910	543	Includes interest on TD / BMO loans & for \$130M series A and \$250M series B debentures.
Sub-grants to partner institutions	129,444	58,284	103,851	103,095	(756)	Actuals reflects flow through grant activity to partner institutions or other entities, includes Magnet SWPP and Future Skills
Amortization of capital assets	52,583	25,126	50,208	50,252	44	Amortization of Capital Assets over the life of the assets.
	1,000,527	512,922	968,032	973,023	4,991	
Revenue less expenses, before unrealized gain on Interest rate swaps¹	(1,248)	(7,479)	(1,122)	(3,089)	(1,967)	Expense higher than revenue mainly due increases in spending related to on campus activities. Projected deficit will be funded by transfer from internally restricted funds.
Unrealized gain on interest rate swaps	15,906	4,702		4,702	4,702	TD & BMO SWAP's unrealized gain based on change in long-term interest rates.
Excess of revenue over expenses (expenses over revenues)	14,658	(2,777)	(1,122)	1,613	2,735	

¹ Year end projected deficit funded by a transfer from internally restricted funds - refer to statement of net asset

CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS
For the Period Ended October 31, 2022
(with comparative figures at April 30, 2022)

	Unrestricted	Investment in Capital Assets	Employee Future Benefits	Internally Restricted Carry Forwards	Net Assets before Endowments	Endowments	Period Ended October 31, 2022 Actual - Unaudited	Year Ended April 30, 2022 Actual - Audited
	\$	\$	\$	\$	\$	\$	\$	\$
Net assets, beginning of year	(235,075)	697,477	106,698	391,916	961,016	148,873	1,109,889	946,644
S3462 Change in Accounting Standards	-		(9,344)		(9,344)		(9,344)	-
Net Assets, restated beginning of period	(235,075)	697,477	97,354	391,916	951,672	148,873	1,100,545	1,038,915
Revenue less expenses	(2,777)	-	-		(2,777)		(2,777)	14,658
Capitalization of investment income in endowments	-				-	-	-	6,139
Internally Restricted endowments	(200)				(200)	200	-	-
Endowment contributions					-	170	170	1,471
Allocation of carry forwards	3,089			(3,089)				
Employee Future Benefits Remeasurements			-		-		-	48,706
Investment in Capital Assets	1,578	(1,578)						
Net Assets, end of period	(233,386)	695,899	97,354	388,827	948,695	149,243	1,097,938	1,109,889

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF CASH FLOWS
[amounts in thousands]

	Period Ended October 31, 2022 Actual - Unaudited	Year Ended April 30, 2022 Actual - audited	Year Ended April 30, 2023 Projected	Comments
	\$	\$	\$	
OPERATING ACTIVITIES				
Revenue less expenses	(2,777)	14,658	1,613	See Statement of Operations
Add (deduct) non-cash items				
Amortization of capital assets	25,126	52,583	50,252	See Statement of Operations
Amortization of deferred capital contributions	(6,599)	(13,353)	(13,198)	See Statement of Operations
Change in fair value of interest rate swap	(4,702)	(15,907)	(4,702)	Reflects change in forecasted long term interest rates used to value swaps
Unrealized loss (gain) on investments	1,698	4,734	1,698	Reflects change in market values of invested endowed funds, non-cash operating activity
Defined benefit plans cost (income)	-	(6,399)	-	
Net change in deferred revenue contributions	(51,991)	(141,386)	(51,991)	Reflects timing variations of externally restricted grants and donations received versus spent, decrease due amounts spent during the year and lower restricted contributions during the year.
Net change in non-cash working capital balances	42,175	285	(302)	
Cash provided by operating activities	2,930	(104,785)	(16,630)	
INVESTING ACTIVITIES				
Decrease (increase) in note receivable	177	334	365	
Acquisition of capital assets	(15,339)	(34,867)	(30,678)	As per capital project plan
Decrease (Increase) in investments	49,659	(118,080)	54,554	Variations in the timing of expenditures in restricted funds (e.g. Capital Plan and other) compared to the timing of funding sources
Cash used in investing activities	34,497	(152,613)	24,241	
FINANCING ACTIVITIES				
Contributions received for capital purposes	3,401	19,462	6,802	Funds received for capital project purposes
Endowment contributions	170	1,471	340	
Capitalization of investment income (loss) in endowments	-	6,139	-	
Increase in Debt Financing	-	250,000	-	
Repayment of long-term debt principal	(4,416)	(8,549)	(9,041)	Loan debt repayments as expected
Cash used in financing activities	(845)	268,523	(1,899)	
TOTAL CASH, CASH EQUIVALENT & SHORT TERM INVESTMENTS				
Total Net increase (decrease) in cash & short term during the year	36,582	11,125	5,712	
Cash & cash equivalents & short term beginning of year	141,655	130,530	141,655	
Cash & cash equivalents & short term end of year	178,237	141,655	147,367	

DRAFT RESOLUTION

RE: Financial Statements (unaudited) for the period ending October 31, 2022

BE IT AND IT IS HEREBY RESOLVED:

THAT the Board of Governors approves the Financial Statements (unaudited) for the period ending October 31, 2022, as presented.

November 30, 2022



**BOARD OF GOVERNORS MEETING
November 30, 2022**

AGENDA ITEM: Fiera Capital Report – September 30, 2022

STRATEGIC OBJECTIVES:

- ☐ Academic
- ☐ Student Engagement and Success
- ☐ Scholarship, Research and Creative Activity
- ☐ Graduate Program Development
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☒ Financial Resources Management
- ☒ Compliance (e.g. legislatively required)
- ☒ Governance

ACTION REQUIRED: Information

SUMMARY:

Toronto Metropolitan University (the “University”) has an endowment fund and a separately held Stabilization fund, both managed by Fiera Capital Corporation (“Fiera”). Semi-annually the performance results are shared with the Finance Committee.

BACKGROUND:

Key Updates

The global economic outlook has deteriorated amid persistent inflation and an aggressive monetary policy tightening cycle, as central banks prioritize fighting inflation at all costs. Recession risks loom large. The combination of rising inflation and rates, geopolitical tensions, high energy costs, and persistent supply-chain issues have exacerbated macroeconomic conditions and affected both fixed-income and equity markets. Fiera maintains that rates will need to move much higher to quell inflation and has continued with its defensive stance from an asset allocation perspective, maintaining the underweight position in total equities and bonds, and the overweight allocation to cash and real assets.

Endowment Funds Overview

In June 2022, a redemption of \$10.9 million was processed from the endowment fund in order to support the annual spending. As at September 30, 2022, the endowment fund had a market value of \$159.2 million compared to a book value of \$122.1 million. The stabilization fund had a

market value of \$24.3 million compared to a book value of \$23.8 million. The Fiera-managed funds outperformed the benchmark in the third quarter and year-to-date. Performance results as of September 30, 2022, are as follows:

Fund	Time Period	Performance	Benchmark	Value Added
Endowment	Year-to-date	(7.07%)	(9.92%)	2.85%
	Third quarter	0.46%	(0.33%)	0.79%
Stabilization	Year-to-date	1.03%	0.81%	0.22%
	Third quarter	0.65%	0.52%	0.13%

Asset Allocation

The University's main endowment fund is invested in the Fiera Balanced Endowment, Foundation & Trust ("EFT") Fund. The asset allocation for this fund is provided below. Fiera continues to maintain its overweight allocation to cash and alternative strategies and its underweight allocation to total equities (overweight Canadian equities, underweight US and international equities) and bonds.

Asset Class	Asset Allocation (Market Value)				Investment Guidelines (%)										
	June 30, 2022		September 30, 2022		0	10	20	30	40	50	60	70	80	90	100
Cash & Short Term	\$ 43,387,720	10.9	\$ 38,368,659	9.8											
Bonds	\$ 61,608,472	15.5	\$ 61,643,897	15.7											
Canadian Equities	\$ 126,109,358	31.7	\$ 126,081,000	32.0											
U.S. Equities	\$ 47,355,346	11.9	\$ 47,714,274	12.2											
International Equities	\$ 49,444,167	12.4	\$ 48,490,297	12.4											
Alternative Strategies	\$ 70,055,293	17.6	\$ 70,309,593	17.9											
Total	\$ 397,960,356	100.0	\$ 392,607,721	100.0											

◆ Actual ■ Range ■ Benchmark

The Stabilization fund is invested in the Money Market Core Strategy, which focuses on high-quality money market and fixed-income securities. Other low-risk investment strategies are currently being explored for the Stabilization fund, seeking increased investment returns.

Fees

The University pays annual fees to Fiera on a flat basis. The fees related to its endowment fund are 0.25%, with an annual donation from Fiera equal to 10% of the fee. On an endowment value of \$159.2 million, the net cost, after considering the donation, is estimated at approximately \$358,200 or twenty-three (23) basis points. On the Stabilization fund, the annual fee is 0.15%; this is estimated at approximately \$36,450 on a fund value of \$24.3 million.

Responsible Investing

On August 9, 2021, Fiera launched a **Responsible Investment Report**, outlining its commitment to sustainable investment practices as an investment organization and asset manager. The report outlines Fiera's efforts in keeping environmental, social and governance ("ESG") considerations at the centre of their investment approach. The report includes details about Fiera's ESG vision and beliefs; robust governance of their investment processes; approach to

active ownership; responsible investment journey since the founding of the firm; and examples of sustainable investing in action by way of case studies from both public and private markets. The 2021 report was recently published and provides an update on Fiera's responsible investment journey throughout the prior calendar year. The report can be found on Diligent in the resource centre or by using the hyperlink below.

ATTACHMENT: #1 Fiera Capital Quarterly Report – September 30, 2022

#2 Fiera Capital Sustainable Investing Report - 2021

(<https://www.fieracapital.com/en/about-fiera-capital/responsible-investment>)

PREPARED BY:

Name: Anna Zsamboki, Director, Treasury & Investing Services

Date: November 4, 2022

APPROVED BY:

Name: Joanne McKee, Chief Financial Officer

Date: November 7, 2022



November 21st, 2022

Toronto Metropolitan University

SARAH AVES, CFA
Senior Institutional Portfolio Manager

Firm Overview

ASSETS UNDER MANAGEMENT

\$158.3B*

THOUGHT LEADERSHIP

Publicly-traded, independent Canadian investment management firm

800+ employees including more than 200+ investment professionals

Depth and expertise in traditional and alternative strategies

Headquartered in Montreal with offices across Canada, the United States, Europe and Asia

PRIVATE ALTERNATIVE SOLUTIONS



*Preliminary as of September 30th, 2022.

Asset Mix



	Sept. 30 2021	June 30 2022	Sept. 30 2022	Current Tactical Positioning	Benchmark (Range)
Short-Term	11.3%	10.9%	9.8%	Overweight	5% (0-15)
Bonds	16.3%	15.4%	15.6%	Underweight	20% (0-50)*
Total Equities	58.6%	56.1%	56.7%	Underweight	60% (40-80)
Canadian	33.2%	31.7%	32.1%	Overweight	30% (20-40)
Foreign	25.4%	24.4%	24.6%	Underweight	30% (20-40)
Diversified Real Assets Fund	13.8%	17.6%	17.9%	Overweight	15% (0-35)
Total Fund	100.0%	100.0%	100.0%		100%
Market Value	\$171.5 M	\$158.3 M	\$159.2 M		

As of November 1, 2022

Market Value: \$163,988,749

Cash Flow YTD : \$(9,192,231)

* 10% Short-Term Bonds/10% Universe Bonds

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Annualized Performance



September 30, 2022

	Q3-2022	Value Added	Year to date	Value Added	1 year ¹	Value Added	2 years	Value Added	3 years	Value Added	4 years	Value Added	5 years	Value Added
Total Portfolio	0.46	0.79	-7.87	2.85	-1.96	4.17	6.54	2.71	7.06	2.47	7.25	2.26	7.55	2.24
Benchmark	-0.33		-9.92		-6.13		3.83		4.59		4.99		5.31	
Bonds	0.35	0.23	-8.69	-0.41	-8.17	-0.34	-4.70	0.09	-0.86	0.45	1.14	0.39	1.27	0.34
50% FTSE CAN ST & 50% FTSE CAN Universe	0.12		-8.28		-7.83		-4.79		-1.31		0.75		0.93	
Canadian Equities	0.70	2.11	-3.68	7.46	4.22	9.61	15.72	5.66	9.75	3.16	9.06	2.35	8.94	2.40
S&P/TSX Composite	-1.41		-11.14		-5.39		10.06		6.59		6.71		6.54	
U.S. Equities	0.76	-0.56	-17.30	-0.12	-6.38	1.94	8.04	1.72	12.83	3.32	12.59	3.77	15.36	4.05
S&P 500 Total Return - Cdn\$	1.32		-17.18		-6.32		6.32		9.91		8.82		11.31	
International Equities	-1.83	1.52	-24.46	-3.77	-19.06	-0.26	-3.88	-2.08	3.87	4.48	5.06	5.26	6.39	5.34
MSCI EAFE NET \$Cdn	-3.45		-20.69		-18.80		-1.60		-0.61		-0.20		1.05	
Alternative Investments	0.73	-1.05	5.90	1.34	7.87	1.96	7.84	2.31	7.20	1.41	N/A		N/A	
FTSE CAN TBILL 91 + 5%	1.78		4.56		5.91		5.53		5.79		N/A		N/A	

Current Benchmark - 5% FTSECAN Treasury Bills (91 days) ; 20% (50% FTSECAN ST & 50% FTSE CAN Universe) ; 30% S&P/TSX Composite ; 15% S&P 500 \$Cdn ; 15% MSCI EAFE NET \$Cdn ; 15% (FTSE CAN TBILL 91 + 5%)

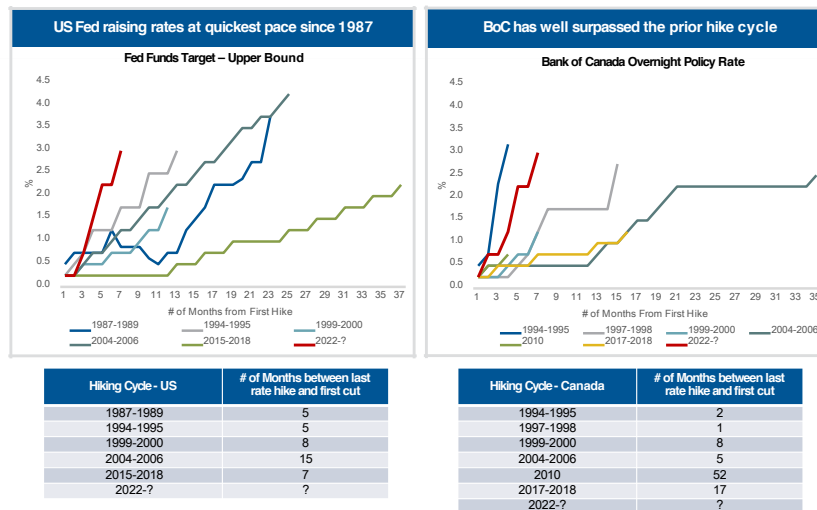
3



Bonds

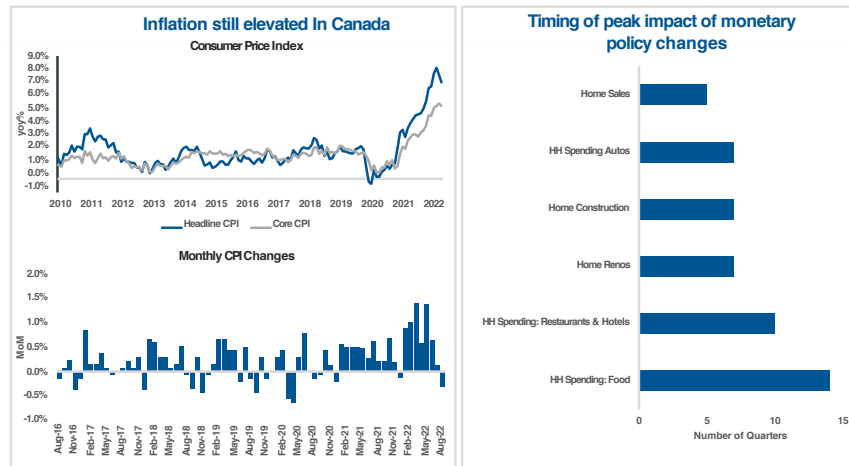
Comparing Current with Previous Rate Hike Cycles

US Fed and the Bank of Canada



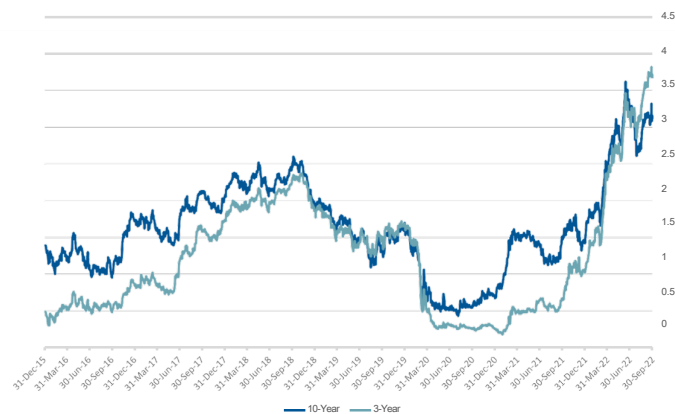
Canadian Inflation Elevated

Monetary policy works with long and variable lags



Source: Statistics Canada, Table 18-10-0004-01, September 30, 2022 Right Hand Chart: Bank of Canada

Canada 3 & 10 Year Bond Yield



As of November 1, 2022
Source: Bank of Canada

Bond Analysis

Fiera Balanced EFT Fund (Endowment, Foundation & Trust)



September 30, 2022

	Portfolio Weights	Benchmark*
Sector Commitments		
Government of Canada	19%	42%
Provincial/Municipal	47%	29%
Corporate	34%	29%
Quality & Characteristics		
AAA	19%	44%
AA	50%	27%
A	22%	18%
BBB	8%	12%
Duration (Yrs)	5.5	5.1
Yield To Maturity	4.4%	4.2%

Totals may not sum to 100% due to non-rated securities and money market securities.

*Benchmark: 50% FTSE CAN ST & 50% FTSE CAN Universe

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Canadian Equities

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Canadian Equities Sector Allocation and Contribution



September 30, 2022

Sector	Performance, Q3-2022 (%)	Index*	Weight Sep 30 (%)	Index*	Contribution to Value Added, Q3-2022 (%)	Security
Energy	-4.6	-5.3	13.7	17.7	0.14	
Materials	5.4	2.5	10.6	12.0	-0.01	
Industrials	4.8	4.2	17.8	13.0	0.26	
Consumer Discretionary	8.6	4.2	4.9	3.5	0.07	
Consumer Staples	-2.0	2.6	4.9	4.1	0.03	
Health Care	8.8	-6.4	0.3	0.4	0.01	
Financials	0.8	-1.2	30.3	31.5	-0.01	
Information Technology	-1.1	-4.7	8.1	5.3	-0.01	
Communication Services	-5.9	-7.5	4.5	4.9	0.03	
Utilities	-6.1	-4.6	2.6	5.0	0.06	
Real Estate	1.4	-6.4	2.2	2.5	0.01	0.18
Total	0.7	-1.4	100.0	100.0	0.63	1.45

*S&P/TSX Composite
Note: The cash position is excluded from the calculations.






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Canadian Equities Main Sources of Value Added/Detracted



September 30, 2022

Security	Sector	Average Weight - Q3-2022 (%)	Performance (%)	Value Added (%)	
		Portfolio	Index*	Q3-2022	
1. Bank of Nova Scotia	Financials	0.0	3.2	-12.6	<div><div></div></div> 0.38
2. TC Energy	Energy	0.0	2.3	-15.3	<div><div></div></div> 0.34
3. Suncor Energy Inc	Energy	0.8	2.1	-12.8	<div><div></div></div> 0.17
4. Cenovus Energy	Energy	0.0	1.1	-13.0	<div><div></div></div> 0.14
5. BCE Inc	Communication Services	0.0	2.1	-7.1	<div><div></div></div> 0.12

Security	Sector	Average Weight - Q3-2022 (%)		Performance (%)	Detracted Value (%)
		Portfolio	Index*	Q3-2022	Q3-2022
1. Aliment Couche-Tard	Consumer Staples	0.0	1.2	17.3	-0.33 
2. Cameco Corp	Energy	0.0	0.5	35.5	-0.11 
3. TTI International	Industrials	0.0	0.4	21.3	-0.07 
4. Cdn Natl Railway	Industrials	1.9	3.3	3.5	-0.07 
5. Teck Resources Ltd	Materials	0.0	0.7	7.0	-0.06 

Note: The cash position is not considered in the calculations. Performance reflects the return of the security for the period during which it was held in the portfolio. For securities not held in the portfolio, performance reflects the market performance of the security for the entire period. If a position was newly added or entirely removed during the quarter, the security performance shown for the portfolio may be significantly different than the market performance for the entire period.

*S&P/TSX Composite

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Canadian Equities Top 3 Stocks By Sector



September 30, 2022

	Portfolio (%)	Index (%)
1. Energy	13.71	17.67
Can Natural Res	4.97	2.70
Pembina Pipeline	2.96	0.87
Keyera Corp	2.34	0.23
2. Materials	10.65	11.97
Nutrien Ltd	4.25	2.32
Franco Nevada Corp	2.51	1.18
CCL Industries Inc	2.31	0.36
3. Industrials	17.77	13.05
Can Pacific Railway	5.36	3.20
Can Natl Railway	3.44	3.43
Waste Connections	3.28	1.79
4. Consumer Discretionary	4.95	3.52
Dollarama	2.74	0.85
Restaurant Brands	1.33	0.84
5. Consumer Staples	4.89	4.14
Metro Inc	3.15	0.62
Loblaw Cos Ltd	1.28	0.63
6. Health Care	0.28	0.43

	Portfolio (%)	Index (%)
7. Financials	30.35	31.49
Royal Bank of Canada	8.48	8.48
Toronto Dominion BK	6.58	5.72
Brookfield Asset Mgt	4.48	3.01
8. Information Technology	8.08	5.28
Constellation Sthr	3.62	1.41
Cgl Inc	2.37	0.82
Descartes Systems	1.24	0.28
9. Communication Services	4.50	4.90
Telus Corp.	3.04	1.45
Rogers Communication	0.97	0.70
Quebecor Inc	0.49	0.15
10. Utilities	2.63	5.03
Brookfield Infir Pfr	1.22	0.85
Fortis Inc	1.15	0.94
11. Real Estate	2.20	2.52
Firstservice Corp	1.48	0.24

■ Securities which are part of the top ten holdings.
Top ten holdings represent 48.2% of the portfolio.
This page displays the top three holdings above 0.30% for each sector in the portfolio.

Cash and money market positions are excluded from security weights calculations.
*S&P/TSX Composite

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Foreign Equities

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US Equity Ethical Fund Sector Allocation & Contribution



September 30, 2022

Sector	Performance, Q3-2022 (%)		Weight Sep 30 (%)		Contribution to Value Added, Q3-2022 (%)	
	Portfolio	Index*	Portfolio	Index*	Sector	Security
Energy	0.0	9.0	0.0	4.5	-0.30	
Materials	-0.9	-1.1	6.9	2.5	-0.12	
Industrials	4.7	1.5	9.9	7.9	0.01	
Consumer Discretionary	7.4	11.2	16.0	11.7	0.41	
Consumer Staples	1.8	-0.5	6.0	6.9	0.02	
Health Care	0.9	1.0	17.4	15.1	0.02	
Financials	0.5	3.2	14.3	11.0	0.08	
Information Technology	-4.8	-0.1	21.9	26.4	0.06	
Communication Services	-6.5	-7.0	7.6	8.1	0.07	
Utilities	0.0	0.1	0.0	3.1	0.05	
Real Estate	0.0	-5.2	0.0	2.8	0.20	0.00
Total	0.2	1.3	100.0	100.0	0.49	-1.58

*S&P 500 Total Return - Cash
Note: The cash position is excluded from the calculations.

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US Equity Ethical Fund Main Sources of Value Added/Detracted



September 30, 2022

Security	Sector	Average Weight - Q3-2022 (%)		Performance (%)	Value Added (%)
		Portfolio	Index*	Q3-2022	Q3-2022
1. Lowe's Co	Consumer Discretionary	3.9	0.4	15.1	0.46
2. TJX Companies Inc	Consumer Discretionary	3.0	0.2	18.9	0.45
3. Autozone Inc	Consumer Discretionary	5.7	0.1	6.2	0.28
4. MSCI Inc	Financials	3.5	0.1	9.3	0.28
5. Factset Resh Sys Inc	Financials	2.3	0.0	11.0	0.21

Security	Sector	Average Weight - Q3-2022 (%)		Performance (%)	Detracted Value (%)
		Portfolio	Index*	Q3-2022	Q3-2022
1. Apple Inc	Information Technology	0.0	7.2	7.8	-0.44
2. Tesla Inc	Consumer Discretionary	0.0	2.1	25.9	-0.43
3. Alphabet Inc	Communication Services	7.7	2.0	-6.5	-0.42
4. Adobe Inc	Information Technology	2.3	0.5	-20.0	-0.40
5. Amazon Com Inc	Consumer Discretionary	0.0	3.3	13.3	-0.36

Note: The cash position is not considered in the calculations. Performance reflects the return of the security for the period during which it was held in the portfolio. For securities not held in the portfolio, performance reflects the market performance of the security for the entire period. If a position was newly added or entirely removed during the quarter, the security performance shown for the portfolio may be significantly different than the market performance for the entire period.

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US Equity Ethical Fund Top 3 Stocks By Sector



September 30, 2022

	Portfolio (%)	Index* (%)
1. Energy	0.00	4.55
2. Materials	6.93	2.51
Linde Plc	3.89	0.45
Sherwin Williams Co	3.04	0.16
3. Industrials	9.90	7.88
Graco Inc	2.59	0.00
Middleby Corp	2.52	0.00
Carrier Global Corp	2.41	0.10
4. Consumer Discretionary	16.05	11.72
Autzone Inc	6.25	0.14
Lowes Co	4.25	0.40
TJX Companies Inc	3.29	0.24
5. Consumer Staples	5.95	6.88
Pepsico Inc	4.37	0.75
Colgate Palmolive Co	1.59	0.19
6. Health Care	17.38	15.11
Unitedhealth Grp Inc	6.71	1.57
Johnson & Johnson	5.42	1.43
Bedon Dickinson	2.93	0.21

	Portfolio (%)	Index* (%)
7. Financials	14.30	11.01
Moody's Corp	5.71	0.13
MSCI Inc	3.57	0.11
Cme Group Inc	2.60	0.21
8. Information Technology	21.93	26.40
Microsoft Corp	9.55	5.77
Mastercard Inc	4.75	0.81
Analog Devices Inc	3.09	0.24
9. Communication Services	7.56	8.07
Alphabet Inc	7.56	1.90
10. Utilities	0.00	3.07
11. Real Estate	0.00	2.80

■ Securities which are part of the top ten holdings.
Top ten holdings represent 58.5% of the portfolio.
This page displays the top three holdings above 0.30% for each sector in the portfolio.

Cash and money market positions are excluded from security weights calculations.
*S&P 500 Total Return - Cdn\$

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International Equity Ethical Fund Sector Allocation & Contribution



September 30, 2022

Sector	Performance, Q3-2022 (%)		Weight Sep 30 (%)		Contribution to Value Added, Q3-2022 (%)	
	Portfolio	Index*	Portfolio	Index*	Sector	Security
Energy	0.0	1.2	0.0	4.9	-0.32	
Materials	-15.0	-2.9	4.3	7.5	-0.01	
Industrials	-5.8	-2.3	19.8	15.0	0.07	
Consumer Discretionary	-1.3	-4.0	10.7	11.3	0.01	
Consumer Staples	1.3	-1.0	18.1	11.3	0.17	
Health Care	-1.6	-4.7	17.7	13.5	0.01	
Financials	1.5	-3.7	16.6	17.6	0.03	
Information Technology	-4.8	-2.3	12.8	7.9	0.10	
Communication Services	0.0	-8.1	0.0	4.8	0.25	
Utilities	0.0	-7.7	0.0	3.4	0.16	
Real Estate	0.0	-7.4	0.0	2.8	0.12	0.00
Total	-2.3	-3.4	100.0	100.0	0.69	0.48

*MSCI EAFE NET 92m
Note: The cash position is excluded from the calculations.

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International Equity Ethical Fund Main Sources of Value Added/Detracted



September 30, 2022

Security	Country	Sector	Average Weight - Q3-2022 (%) Portfolio	Performance (%) Index*	Performance (%) Q3-2022	Value Added (%) Q3-2022
1. HDFC Bank Ltd	India	Financials	2.9	0.0	14.1	0.47
2. Unilever Plc	United Kingdom	Consumer Staples	3.1	0.0	5.2	0.28
3. Roche Hldgs AG	Switzerland	Health Care	4.9	1.7	5.2	0.27
4. Keyence Corp	Japan	Information Technology	4.1	0.5	3.3	0.25
5. Nestle Sa	Switzerland	Consumer Staples	8.0	2.4	-0.4	0.17

Security	Country	Sector	Average Weight - Q3-2022 (%) Portfolio	Performance (%) Index*	Performance (%) Q3-2022	Detracted Value (%) Q3-2022
1. Taiwan Semiconductor	Taiwan	Information Technology	6.4	0.0	-10.2	-0.45
2. Chr Hansen Hldgs A	Denmark	Materials	1.3	0.0	-27.6	-0.36
3. Howden Joinery Gr	United Kingdom	Industrials	2.1	0.0	-18.0	-0.31
4. Intertek Group	United Kingdom	Industrials	2.4	0.1	-13.0	-0.24
5. Alcon AG	Switzerland	Health Care	2.5	0.3	-9.6	-0.14

Note: The cash position is not considered in the calculations. Performance reflects the return of the security for the period during which it was held in the portfolio. For securities not held in the portfolio, performance reflects the market performance of the security for the entire period. If a position was newly added or entirely removed during the quarter, the security performance shown for the portfolio may be significantly different than the market performance for the entire period.

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International Equity Ethical Fund Top 3 Stocks By Sector



September 30, 2022

	Portfolio (%)	Index (%)
1. Energy	0.00	4.93
2. Materials	4.25	7.48
Air Liquide(l)	3.10	0.49
Chr Hansen Hldgs A	1.15	0.04
3. Industrials	19.83	15.04
Gebert	3.02	0.13
Schindler Holding AG	2.54	0.05
Bund	2.53	0.09
4. Consumer Discretionary	10.74	11.28
Richemont(lae Fin)	4.28	0.41
Essilorluxottica	3.96	0.32
Intercontl Hotels	3.74	0.07
5. Consumer Staples	18.08	11.26
Nestle Sa	8.24	2.50
L'Oréal	4.42	0.64
Unilever Plc	3.22	0.00
6. Health Care	17.72	13.53
Novo-Nordisk As	6.19	1.36
Roche Hldgs AG	4.89	1.89
Alcon AG	2.66	0.24

	Portfolio (%)	Index (%)
7. Financials	16.62	17.60
S&P Global Inc	4.67	0.00
London Stock Exch	4.25	0.23
HDFC Bank Ltd	3.00	0.00
8. Information Technology	12.76	7.92
Taiwan Semiconductor	5.89	0.00
Keyence Corp	3.93	0.53
Sap Se	2.94	0.70
9. Communication Services	0.00	4.82
10. Utilities	0.00	3.37
11. Real Estate	0.00	2.77

■ Securities which are part of the top ten holdings.
Top ten holdings represent 58.9% of the portfolio.
This page displays the top three holdings above 0.30% for each sector in the portfolio.

Cash and money market positions are excluded from security weights calculations.
*MSCI EAFE NET 30m

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International Equity Ethical ESG Fund

Composition by Region



September 30, 2022

Region	Weight (%) - Portfolio	Weight (%) - Sep 30 Index*
United States	4.8	0.0
United Kingdom	22.3	15.5
Europe ex UK	50.1	49.1
Japan	10.6	22.6
Asia Pacific ex Japan	2.7	12.8
Emerging Countries	8.8	0.0
Cash	0.6	0.0
Total	100.0	100.0

*MSC EAFE NET 92h

20



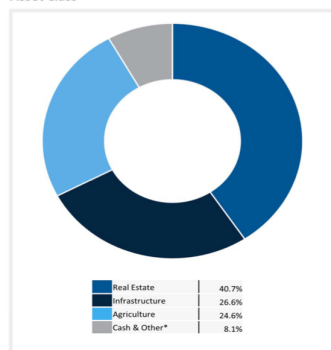
Alternative Income

21

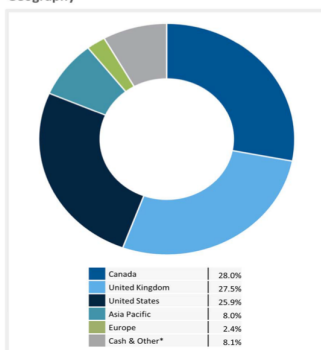
Diversified Real Assets Fund

September 30, 2022

Asset Class



Geography



*Includes cash, cash equivalents, and other liquid securities
As of September 30, 2022

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Diversified Real Assets Fund

September 30, 2022

Net performance (%) as of September 30, 2022

Year	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	YTD ¹
2019						0.12	0.43	-0.11	0.97	0.62	0.21	2.34	4.65
2020	0.26	0.20	0.01	0.14	0.58	0.36	0.18	0.25	0.64	0.36	0.39	2.14	5.63
2021	0.55	0.73	-0.43	0.53	0.42	1.07	0.56	0.80	0.43	0.63	-0.16	1.38	6.71
2022	0.53	0.90	1.21	0.71	0.97	0.70	0.14	0.71	-0.12				5.90

1 Month	3 Months	6 Months	1 Year	2 Years	3 Years	SI ²
-0.12	0.73	3.16	7.87	7.84	7.20	6.90

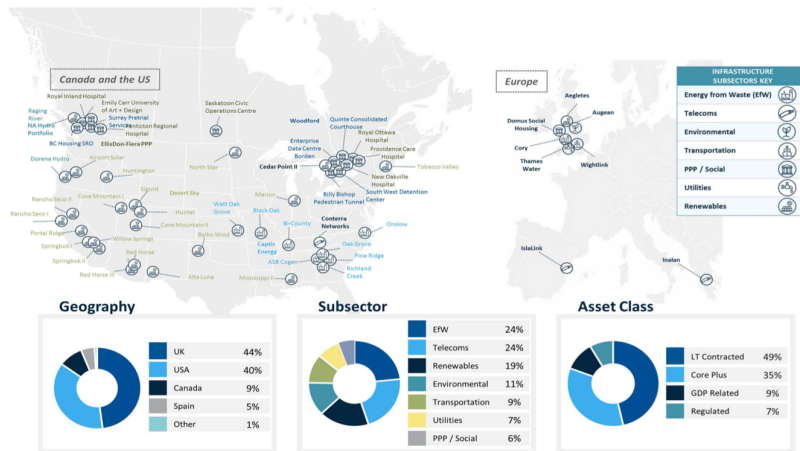
RISK/RETURN ANALYSIS (%)	
Net annualized return since inception ²	6.90
Annualized standard deviation	1.87
Annualized Sharpe ratio	3.24
Best monthly return	2.34
Worst monthly return	-0.43
Percentage of months with positive performance	90.00
Worst drawdown	-0.43

Past performance is not a guarantee or indicator of future results. Investors in any investment in the fund of fact. Returns are net of fees payable to underlying manager.

1. Year to date ("YTD") represents the cumulative compounded rate of return for all months of data in each respective year. QTD = Quarter to Date; YTD = Year to Date; SI = Since Inception.
2. Inception date: June 1, 2019

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Fiera Infrastructure Assets



Note:
All figures as of September 30, 2022.
All information presented here is for the EagleCrest LP. Fiera Infrastructure fund is invested in EagleCrest infrastructure Canada LP.

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Fiera Infrastructure Inflation & Interest Rate Mitigation

The portfolio provides both contractual linkage to inflation and pricing power to effectively pass through the impacts of inflation, acting as a strong hedge to this risk

In a rising interest rate environment, the EagleCrest Infrastructure portfolio provides mitigation to interest rate fluctuations through the use of fixed or hedged rate debt with staggered maturities

Inflation & Interest Rate Mitigation in EagleCrest

Contractual Linkage

Certain investments have contractual or regulatory linkage to local indicators of inflation (RPI/CPI)

Pricing Power

Strong market positioning has provided a degree of pricing power to effectively pass-through inflation in the revenue line

Long-term Fixed Rate Debt

Majority of the portfolio has fixed/hedged interest rates, limiting impact from changes in interest rates

Limited Refinancing Risk

Longer term private placements limit refinancing risk. Investments with forecasted refinancings have staggered debt maturities to mitigate impact across portfolio

Case Studies¹

Cory

- ~60% of revenues contain contractual linkage with an annual uplift based on 12-month trailing inflation
- >80% of debt has fixed/hedged interest rates, with no near-term refinancing risk²

Wightlink

- Degree of pricing power as inflation is passed through in ticket pricing
- ~75% of debt has hedged interest rates. Refinancing expected in near-term; however, a buffer is built into the forecast to provide mitigation to rate increases

Discount Rates

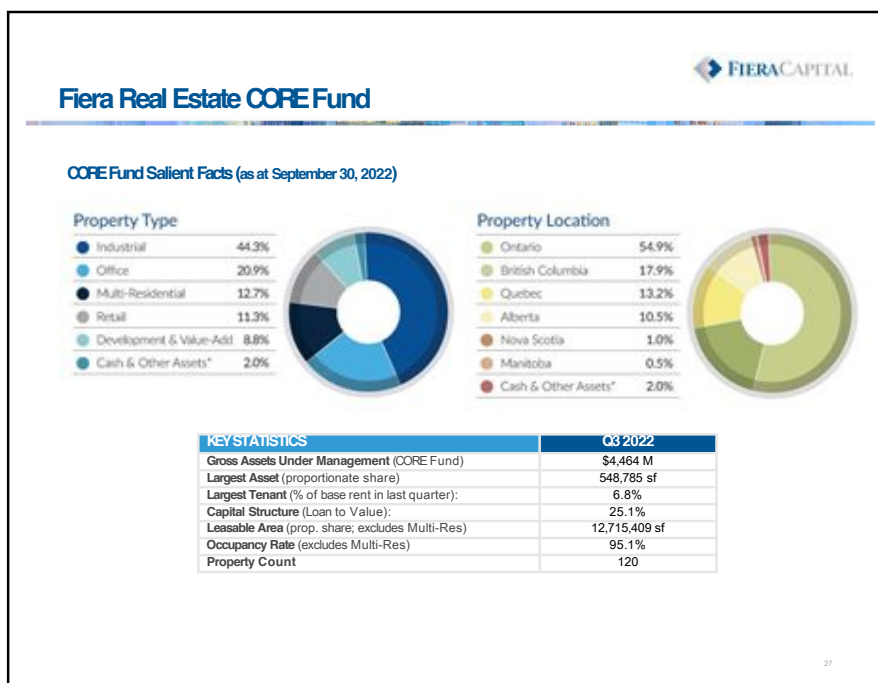
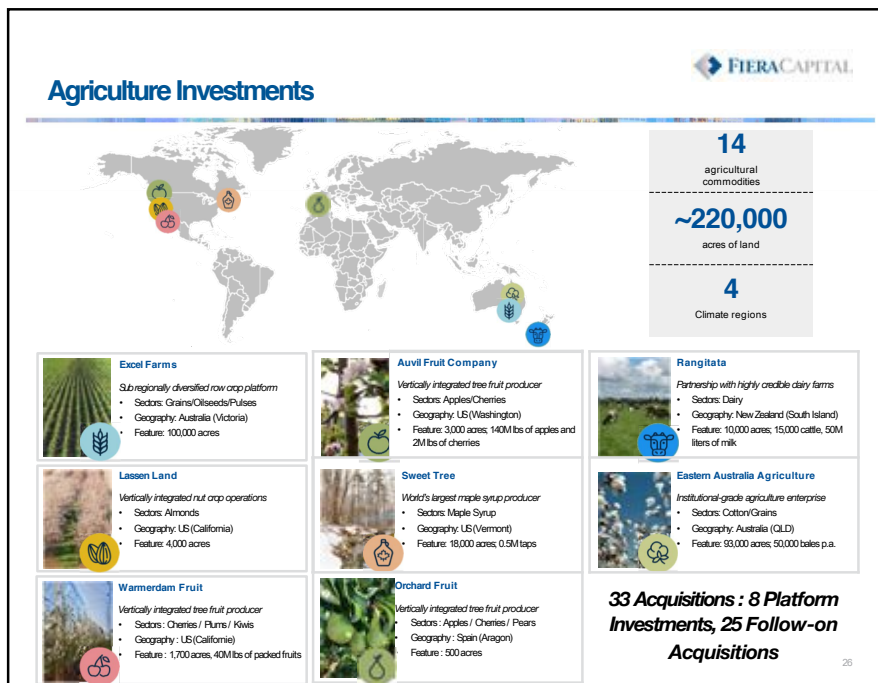
- Given the competitiveness of the market, we do not believe that discount rates will react as quickly to increases in nominal interest rates

As of September 30, 2022.

¹ Asset selection reflects one investment with contractual inflation linkage and one without to demonstrate the various types of inflationary mitigation and refinancing exposure.

² Near-term defined as within the next two calendar years.

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CURRENT ECONOMIC SCENARIOS

October 2022



Main Scenario | Deep Recession

Probability 50%

In our high probability scenario, stubbornly elevated inflation that shows little sign of abating triggers an overly-aggressive monetary tightening event that sparks a recession. The depth and duration of the recession hinges on how persistent inflation proves to be, and on how much pain policymakers are willing to inflict on the economy in order to bring inflation down to levels deemed acceptable. In this calamitous scenario, central banks look to restore their inflation-control credibility after waiting too long to address mounting price pressures and tighten monetary policy too far, too fast – regardless of the economic fallout. The Federal Reserve has prioritized tackling inflation at all costs, and will not come to the rescue of the economy should inflation expectations spiral higher. As such, policymakers are unlikely to pause the rate hike cycle until they see convincing evidence that inflation is coming down, which ultimately means that the Federal Reserve will be hiking interest rates well into economic weakness, making way for a “Deep Recession.”

Scenario 2 | Shallow Recession

Probability 30%

In this less severe recessionary scenario, inflation expectations de-anchor to the upside and force central banks to raise rates at an expeditious pace, which inadvertently pushes the economy into a recession as policymakers act in order to dampen demand for goods, services, and labor. However, interest rates peak at a lower rate versus the “Deep Recession” scenario – while the economic fallout is less damaging in the “Shallow Recession” scenario given the relatively robust underlying economic fundamentals heading into the downturn. Critically, financial imbalances that exacerbated past recessions are now absent, while consumers, banks, and the housing market are all better positioned to weather economic turbulence than they were ahead of the Global Financial Crisis of 2007-2009.

Scenario 3 | Stagflation

Probability 20%

While central banks ramp-up their plans to normalize monetary policy in response to decades-high inflation, interest rates fail to breach “restrictive” terrain that would typically spark an outright contraction. Still, the global economy slows to below-potential levels. The speed at which inflation moderates will determine whether the Federal Reserve can temper its hawkishness and in turn avert recession. This scenario assumes that supply-demand imbalances resolve themselves faster than expected and inflation peaks in the near-term as the rotation in demand from goods towards services curtails pricing pressures, while a recovery in labor force participation and an influx of low-skilled labor constrains wage gains. This paves the way for the Federal Reserve to pause its tightening campaign and ultimately allows the U.S. economy to escape recession.

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MATRIX OF EXPECTED RETURNS

October 2022



SCENARIOS	DEEPRECESSION	SHALLOW RECESSION	STAGFLATION
PROBABILITY	50%	30%	20%
TRADITIONAL INCOME			
Money Market	4.6%	3.8%	3.3%
Canadian Bonds	-9.6%	-2.9%	0.7%
NON-TRADITIONAL INCOME			
Diversified Credit	6.0%	7.0%	8.0%
Diversified Real Estate	4.0%	5.0%	9.0%
Infrastructure	5.0%	6.0%	7.0%
Agriculture	5.0%	6.0%	7.0%
TRADITIONAL CAPITAL APPRECIATION			
Canadian Equity Large Cap	-15.4%	6.3%	17.9%
U.S. Equity	-22.4%	-0.7%	5.3%
International Equity	-30.4%	-1.0%	15.1%
Emerging Market Equity	-21.3%	0.6%	22.4%
NON-TRADITIONAL CAPITAL APPRECIATION			
Private Equity	5.0%	7.5%	12.0%
Liquid Alternatives	0.0%	2.5%	5.0%
CAD/USD	0.75	0.80	0.85

Disclosures regarding potential future events and their impact on the markets are based solely on historical information and Fiera Capital's estimates and/or opinions, and are provided for illustrative purposes only. Expected returns are hypothetical estimates of long-term returns of economic asset classes based on statistical models and do not represent the returns of an actual investment. Actual returns will vary. Models have limitations and may not be relied upon to make predictions of future performance of any account.

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Stabilization Fund

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Portfolio Summary

Stabilization Fund

	Sept. 30 2021	June 30 2022	Sept. 30 2022	Benchmark
Cash & Short-Term	100.0%	100.0%	100.0%	100% (0-100)
Market Value	\$17,496,094	\$24,130,167	\$24,298,022	

Net Cash Flow YTD as at November 1, 2022: \$6,023,396

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Annualized Performance – Stabilization Fund



September 30, 2022

	Q3-2022	Value Added	Year to date	Value Added	1 year	Value Added	2 years	Value Added	3 years	Value Added	Since* Inception	Value Added
Total Portfolio	0.65	0.13	1.03	0.22	1.10	0.24	0.71	0.21	0.89	0.14	1.04	0.18
FTSE CAN Treasury Bills (91 days)	0.52		0.81		0.86		0.50		0.75		0.86	

* Inception Date: April 26, 2019

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Compliance Statement



The undersigned confirms that, throughout the 3-month period ending September 30th, 2022:

The portfolio managed by Fiera Capital Corporation for Ryerson University (the "Account") was in compliance with the investment guidelines and restrictions applicable to the Account.

The Fiera Fund held in the Account (the "Fund") was in compliance with the investment guidelines and restrictions applicable to the Fund.

The undersigned confirms that, to the best of his knowledge, no investigation or disciplinary action has been commenced against Fiera Capital Corporation during the period by any securities regulatory authority.

Dated October 16th, 2022

Thomas Di Stefano, CFA
Head of Compliance – Canada

Prepared in accordance with Fiera Capital Corporation's Compliance Breach Management Framework for Client Investment Guidelines.

Fiera Capital

Compliance Statement
Toronto Metropolitan University (F0016)
as of September 30, 2022

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Compliance Statement



The undersigned confirms that, throughout the 3-month period ending September 30th, 2022:

The portfolio managed by Fiera Capital Corporation for Ryerson University Stabilization Fund (the "Account") was in compliance with the investment guidelines and restrictions applicable to the Account.

The Fiera Fund held in the Account (the "Fund") was in compliance with the investment guidelines and restrictions applicable to the Fund.

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Dated October 16th, 2022

Thomas Di Stefano, CFA
Head of Compliance – Canada

Prepared in accordance with Fiera Capital Corporation's Compliance Breach Management Framework for Client Investment Guidelines.

Fiera Capital

Compliance Statement
Toronto Metropolitan University Stabilization Fund (F0016ST)
as of September 30, 2022

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BOARD OF GOVERNORS MEETING
November 30, 2022

AGENDA ITEM: 2022-23 Enrolment Update

STRATEGIC OBJECTIVES:

- ☒ Academic
- ☐ Student Experience
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☐ Financial Resources Management
- ☐ Compliance (e.g. legislatively required)
- ☐ Governance

ACTION REQUIRED: Information

SUMMARY:

Glenn Craney, Chief Strategy Officer, is providing an updated snapshot of 2022 enrolment at the undergraduate and graduate level.

BACKGROUND:

The Chief Strategy Officer provides an annual enrolment update to the Finance Committee and the Board of Governors in the fall of each academic year.

PREPARED BY:

Name: Glenn Craney, Chief Strategy Officer
Date: November 16, 2022

APPROVED BY:

Name: Roberta Iannacito-Provenzano, Interim-Provost and Vice President, Academic
Date: November 16, 2022

Enrolment Update – Fall 2022

Finance Committee

November 2022



1

Overview

- Overall, the effects of the pandemic continue to create uncertainty for enrolment planning.
- After two years of significant expansion in domestic enrolment, we are decreasing enrolment to return to the enrolment corridor.
- The landscape for international students continues to be uncertain given COVID policies and Canadian visa delays.
- We are projecting a small \$2 M pressure on our enrolment related budget plan.



2

2

Domestic Undergraduate Enrolments

Our enrolment plan was to gradually **reduce the number of domestic undergraduate students** to come back into our funded 'enrolment corridor' after being 8% above the corridor in 2020-21

- Projected to be about 2% above corridor midpoint FTEs for 2022-23
- Larger than expected decreases in new intake, retention, and courses per student bring us there faster than planned
- No projected budget implications

Headcounts	Undergraduate (Fall Heads)
	Domestic
New year 1 Students	8,425
% change from November 2021	-2.7%
Returning Students	26,519
% change from November 2021	-0.5%
Total headcount	34,944
% change from November 2021	-1.0%

FTEs	Undergraduate (Fall FTEs)
	Domestic
New year 1 Students	3,861
% change from November 2021	-3.3%
Returning Students	10,994
% change from November 2021	-3.3%
Total FTEs	14,855
% change from November 2021	-3.3%

International Undergraduate Enrolments

Our enrolment plan was to **increase the number of international undergraduate students** by about 6%

- Projected to be below target – primarily caused by Federal government visa delays
 - This is a national issue affecting all universities
- We have responded by allowing more online courses and expanding Winter intake
- Net budget impact is about \$2 M. (Tuition shortfall projected to be \$6.5 M with offsetting savings of \$4.5 M)

Headcounts	Undergraduate (Fall Heads)
	International
New year 1 Students	810
% change from November 2021	-22.7%
Returning Students	2,623
% change from November 2021	11.1%
Total headcount	3,433
% change from November 2021	0.7%

FTEs	Undergraduate (Fall FTEs)
	International
New year 1 Students	367
% change from November 2021	-24.2%
Returning Students	1,133
% change from November 2021	4.9%
Total FTEs	1,501
% change from November 2021	-4.1%

International Graduate Enrolments

- Planned decrease in domestic Masters and Doctoral enrolments to accommodate new programs.
- Switch to international Masters and Doctoral programs for continued growth in graduate programming.

Headcounts	Masters (Fall Heads)		PhD (Fall Heads)	
	Domestic	International	Domestic	International
New year 1 Students	950	199	100	43
% change from November 2021	-12.4%	4.7%	-12.3%	-6.5%
Returning Students	958	93	439	85
% change from November 2021	-5.0%	19.2%	6.3%	16.4%
Total headcount	1,908	292	539	128
% change from November 2021	-8.8%	9.0%	2.3%	7.6%

Conclusions

- Post-pandemic enrolment planning continues to provide challenges.
- We have returned to our enrolment corridor and will plan accordingly into 2023-24.
- We continue to expand international enrolment in a prudent and reasonable way.
- Graduate enrolment planning continues to find creative ways to expand the total number of students to support the research enterprise.

BOARD OF GOVERNORS MEETING
November 30, 2022

AGENDA ITEM: 2021-2022 Sexual Violence Policy Report

STRATEGIC OBJECTIVES:

- ☐ Academic
- ☐ Student Engagement and Success
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☐ Financial Resources Management
- ☒ Compliance (e.g. legislatively required)
- ☐ Governance

ACTION REQUIRED: Information

SUMMARY:

The 2021-2022 Sexual Violence Report provides to the Board of Governors statistics and information about supports relating to the Sexual Violence Policy provided by Toronto Metropolitan University (the “University”) for the 2021-22 fiscal year.

BACKGROUND:

Effective July 1, 2019, the Ontario government requires that post-secondary institutions provide their Boards with an annual report on certain statistics regarding the use of supports relating to sexual violence, the number of incidents and complaints received from students, and initiatives undertaken by the University to promote awareness of the supports and services available to students. The attached report covers the period May 1, 2021 to April 30, 2022. The annual report will be posted to the University’s website and submitted to the Ministry of Colleges and Universities. Previous years’ reports can be found on Diligent in the Board Resource Center, and are publicly posted on the Board of Governors’ website.

PREPARED BY:

Name: Jen McMillen, Vice-Provost, Students
Date: November 21, 2022

APPROVED BY:

Name: Roberta Iannacito- Provenzano, Interim Provost and Vice-President, Academic
Anver Saloojee, Interim Vice-President, Equity and Community Inclusion
Saeed Zolfaghari, Vice-President, Administration and Operations
Date: November 21, 2022

Toronto Metropolitan University 2022 Sexual Violence Report

Reporting period between May 1, 2021, and April 30, 2022

November 2022

Introduction

The 2021-2022 academic year continued to be deeply impacted by the global COVID-19 pandemic. While in-person learning for some students and courses recommenced in the winter of 2022, most administrative services and classes remained online for most of the 21/22 academic year. Ryerson University's (recently renamed Toronto Metropolitan University) ('TMU') commitment to preventing and addressing sexual violence continued throughout the pandemic. Most of Toronto Metropolitan University's (the "University" or "TMU") educational services, support services, programming and complaint resolution processes continued to be provided online, though, with the opening of the University in the winter of 2022, services and support shifted to a hybrid model, providing those both online and in-person, as needed. The University worked to strengthen its online prevention education and capacity and continues to be a leader in response to sexual violence on Canadian campuses.

Services on campus to address and prevent sexual violence, including Consent Comes First, Human Rights Services, Human Resources and Student Care and Conduct, all actively adapted how they work to meet the diverse needs of the students, faculty and staff. This included launching a social media awareness campaign focusing on online forms of harassment, sexual violence and discrimination. It has also meant expanding online educational programming and shifting regular working hours to provide support for overseas or out-of-province students and students who need specific appointment times based on their access to privacy. The pandemic continued to shift some ways sexual violence and sexual harassment have looked, including but not limited to increased reports and requests for support regarding technology-facilitated violence and family violence.

The University also updated its Sexual Violence Policy (the "SVP") in December 2021. In compliance with the Ontario government's introduction of a new regulatory requirement in [Ontario Regulation 131/16](#), the University's 2021 update to the Sexual Violence Policy added two new clauses that confirmed existing practices to 1) ensure that individuals who bring forward complaints of sexual violence can do so without fear of disciplinary action for violations of university policies relating to drug or alcohol use at the time of the alleged sexual violence; and 2) confirm that individuals will not be asked irrelevant questions during any investigation process by university staff or investigators, including those relating to their sexual expression or past sexual history.

Background

The University implemented its Sexual Violence Policy in June 2015. In 2016, amendments to the SVP were made by the University to comply with the Ontario government's requirements

under the *Sexual Violence and Harassment Action Plan Act (Supporting Survivors and Challenging Sexual Violence and Harassment)* (“Bill 132”).

Effective July 1, 2019, the Ontario government required post-secondary institutions to provide their governing bodies with an annual report that details the institution’s work and progress in addressing sexual violence.

Consent Comes First (“CCF”) works with and supports TMU students, faculty and staff affected by sexual violence. They deliver education, prevention, training and awareness activities in collaboration with campus partners under this policy. CCF has three full-time staff members consisting of a manager and two specialists.

Human Rights Services (“HRS”) in the Office of the Vice-President, Equity and Community Inclusion (“OVPECI”) manages the complaint and investigations process, including inquiries, consultations, alternative resolutions, and investigations related to sexual violence. It provides advice, consultation and training on reporting, complaints, and investigation processes under this policy. HRS has six full-time staff, consisting of a director, an intake and administrative officer, one senior investigator and three resolution and partnership officers.

Report Overview

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PART I: Initiatives and programs to promote awareness of its sexual violence support and services for students

Sexual violence prevention education and training

Please note: Due to the COVID-19 pandemic, all training and workshops were held virtually for 2021/2022.

E-Learning modules

- A [student eLearning module](#), “This is How We Take Care of Each Other: Addressing Sexual Violence on Campus” was created by CCF in consultation with Toronto Metropolitan students and employees. Since 2018 the eLearning module has had 10,000 incoming students annually enrolled. The course has four key mandates;
 - Empathy: Students will further develop their ability to see the world as others are experiencing it, understand their feelings in a non-judgemental fashion and communicate this understanding with their peers.
 - Communication: Students will build on ways to communicate in relationships, be it co-workers, friendship, romantic or sexual. They will learn ways to give and receive different kinds of information. They will feel able to listen, speak to, observe, respect and empathize with their peers.
 - Leadership: Using the new tools shared, students will empower themselves to make decisions in the moment that protectively address the issue at hand in collaboration with their peers.
 - Community care: Students will understand ways to care for their community with the support of campus policies, procedures and support services.
- An employee eLearning module, “Building a Campus Where Consent Comes First: Understanding Ryerson's Sexual Violence Policy,” continues to be available for TMU employees. Created by CCF in collaboration with community partners including Human Resources (“HR”); OVPECI including HRS; Office of the Vice-Provost, Students; Vice-Provost, Faculty Affairs; TMU Student's Union (“TMUSU”); Continuing Education Students' Association of Toronto Metropolitan University (“CESAX”); and Toronto Metropolitan University employee unions including OPSEU, CUPE 3904, CUPE 233 and the Toronto Metropolitan Faculty Association (“TMFA”). The goals of the course are that participants will:
 - Learn about the TMU Sexual Violence Policy and how it applies to employees, their supervisors and employers;

- Understand the definitions and impacts of sexual violence and sexual harassment;
- Understand an employee's role and responsibility as a Toronto Metropolitan University community member under the Sexual Violence Policy and the *Ontario Occupational Health and Safety Act* ("OHSA"); and
- Be better equipped to support someone when they disclose sexual violence.

Education for respondents and/or people who cause harm

HRS and the Office of the Vice-Provost, Students through the Office of Student Care provide opportunities for remedial training and disciplinary counselling for respondents who have been accused and/or found to have caused harm in violation of the Sexual Violence Policy. This includes:

- HRS provides remedial training to respondents on their rights and responsibilities under the Sexual Violence Policy as part of voluntary alternative resolution agreements and following the conclusion of an investigation and decision-making process under the policy that results in sanctions. In the 21/22 year, HRS delivered two SVP-focused remedial training sessions for respondents;
- The Office of Student Care provides coaching and consultation with students as part of prevention and early intervention; and
- The Centre for Student Development and Counselling ("CSDC") and external counsellors provide disciplinary counselling as opportunities for respondents and/or people who cause harm to meaningfully explore important topics around accountability and impact, either as part of voluntary alternative resolution agreements or following the conclusion of an investigation and decision-making process under the policy that results in sanctions.

Key training provided by Consent Comes First in collaboration with community partners

Under the TMU sexual violence policy Consent Comes First leads campus education on sexual violence and gender-based violence in collaboration with community partners. We work to provide trauma-informed, healing-centred, equity-based education with four main learning goals; understanding community care, communication, empathy and leadership.

This year, we delivered 74 keynotes, workshops and training with the TMU community, including the School of Performance; Orientation (leaders, staff, students); TRSM Career and Co-op; guest lectures in various courses; Human Resources; Academic Integrity Office, Career Centre, Centre for Excellence in Learning and Teaching; Student Life and Learning; student groups; TRSM; the Board of Governors; Housing and Residence Life (students/staff); varsity athletes; Centre for Safer Sex and Sexual Violence Support; and TMU Global. TMU staff and faculty were also offered sessions through the HR Learning Events Calendar.

In our learning evaluation, 52.4% of participants had significant growth in learning, and 39.6 % had moderate growth. 98% would recommend the training to their peers and other members of Toronto Metropolitan University.

Participants shared:

- “I liked that she offered the different ways to go about different situations, as I initially thought that my options were limited.”
- “Having a safe space to validate each others' responses was most useful to me because that is one thing I have always blamed myself on the most. I really appreciated the facilitator's welcoming attitude and insightful advice.”
- “I like how she explained this topic well. She made me feel comfortable, meaning I would have someone to talk to if I felt unsafe.”
- “The different work scenarios provided as examples were very useful. These examples gave me a better understanding of all the different scenarios I could face in my future workplace and how to go about it.”
- “The acronym that explained all the key aspects of consent (Freely given, Reversible, informed, enthusiastic, specific) really clears up what consent means.”
- Relevant! Inclusive! Relatable! I appreciate their presenters' time and knowledge regarding this workshop.”
- “No feedback other than that this was an excellent consent and sexual awareness workshop. Probably the best I've ever seen.”

Note: These workshops below are part of a standard complement that CCF customizes in collaboration with community partners based on their unique requirements.

- **Consent Comes First Everywhere: Digital Safety** was created because our reliance on the internet, social media and virtual platforms have become our primary mode of communication and connection in an increasingly digital world. The session reminds participants that even as many of our activities transition to a digital environment, we have the right to feel safe and secure anywhere, including online interactions. The workshop provides key ways to secure the information you share with others using VPNs, encrypted email and enhancing password protection. Participants were also provided with the opportunity to explore how, along with other community members, we can collectively address online sexual harassment and how to support people who have been harmed.
- **Our Community, Our Responsibility: Addressing Sexual Violence from Policy to Supports** is a workshop designed to help Toronto Metropolitan University community members become knowledgeable on how to build a consent culture on campus, including the University's commitment to supporting those affected by sexual violence as outlined in the policy; consent as an everyday practice; sexual violence and impacts of

trauma; sexual harassment in the workplace; how to deal with disclosures; and make referrals to supports on and off-campus.

- **Addressing Sexual Harassment in the Workplace** created a space for participants to learn the different forms of sexual harassment that can occur in the workplace, how to practice consent in the workplace and relevant policies related to workplace safety (including the SVP and the *Occupational Health and Safety Act*). Participants also learned about bystander intervention as part of the TakeCareTMU campaign and how to connect people who have been harmed to support on and off campus.
- **TakeCareRU: Bystander Intervention to Address Sexual Violence** created a space for participants to learn how to intervene when they witness sexual violence or harassment, the ABCs of bystander intervention and how to connect those affected by sexual violence to resources on or off-campus.
- **Be BRAVE: Dealing with Disclosures and Reporting Sexual Violence** - Participants learn the difference between disclosure and reporting and how to support someone affected by sexual violence. Additional learnings include referring survivors to support on and off-campus and practicing self-care after trauma exposure.

Key training offered by HRS on Sexual Violence and the human rights complaint processes at Toronto Metropolitan University

Human Rights Services provided 15 group training sessions between May 1, 2021, and April 30, 2022, addressing the Sexual Violence Policy and Procedure, including the complaint process and related rights and responsibilities at TMU. The audiences varied for these sessions: 6 sessions involved students, four involved faculty and staff, another four faculty only, three staff only, and one (annual) session involved the Board of Governors.

HRS staff also delivered training for a national post-secondary audience in 21/22 as members of the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education ("CAPDHHE"). Sessions co-led by HRS included:

- **Hack-a-thon - Developing Solutions to Human Rights Challenges in the New Online Environment of Post-Secondary Institutions.** This interactive workshop invited human rights practitioners to come together to explore some of the human rights challenges post-secondary institutions are facing in the new online environment. The areas of focus included the following: preventing and responding to discrimination and harassment in online classrooms; adapting student academic accommodations to the online environment; and addressing public complaints about student engagement on social media.
- **Human Rights Considerations and the Return to Campus.** This webinar focused on human rights considerations facing post-secondary institutions as faculty, staff, and students returned to in-person work and classes on campuses across Canada. The panel explored how this return should take place in ways that are responsive to the

needs of equity-deserving groups, including considerations of accessibility, accommodation, and community belonging.

Resources

- **New in 2021/2022 - [You Choose What to Do Next](#):** CCF worked with the Consent Action Team to create two legal information guides for survivors navigating the criminal legal process. The guides have been used by sexual assault centres across the province and are being modified by other provincial centres.
 - ***Navigating the Criminal Legal System Guide*:** This trauma-informed guide was created to support people who are affected by sexual violence understand how the criminal legal system works – from the reporting of the incident, to after the court process is over, and everything else in between. Created in collaboration with survivors, legal experts, student leaders and frontline workers, the “Navigating the Criminal Legal System” guide is packed with legal information, self-care ideas, and advice from survivors.
 - ***Understanding Publication Bans in Criminal Proceedings Involving Sexual Offences Guide*.** This tip sheet was created to provide an overview of publication bans – a court order in section 486.4 of the *Criminal Code* that allows survivors to have their identities protected during the criminal court process for sexual offences. This guide was created for Consent Comes First by feminist lawyers Pamela Cross and Megan Stephens in consultation with survivors, legal experts, student leaders, and frontline workers.
- **Self-Care Packages for Survivors:** We mailed survivors who access our office self-care packages filled with items to self-soothe and heal throughout the year. In 2021-2022 CCF sent out 41 care packages to survivors.
- **Human Rights and COVID-19 - A Guide for Faculty and Supervisors:** This online Human Rights Services resource provides in-depth information about the importance of human rights protections for TMU community members, taking into consideration the significant equity issues that may arise as a result of the COVID-19 pandemic for members of equity-deserving groups. It also outlines key responsibilities and resources for faculty and supervisors to assist them as leaders in maintaining inclusive learning and working environments.
- **[Human Rights Online](#):** This virtual HRS resource was prepared in response to the COVID-19 pandemic and the shift to online learning and working environments at the University. It reminds the TMU community that we all have a shared responsibility to ensure that the University’s online environments are free of discrimination and harassment and that the Discrimination and Harassment Prevention Policy and Sexual

Violence Policy apply to online behaviour when engaging in University spaces and activities.

- **Consent Comes First Folder:** The award-winning package provides comprehensive and accessible information for Toronto Metropolitan University faculty and staff regarding disclosures, making referrals for support, resources on and off-campus, and the difference between disclosure and reporting. This package was provided to faculty and staff.
- **Sexual Violence Complaints Process Folder:** This process folder contains information with respect to the policies and procedures regarding the Sexual Violence Policy, and the relevant rights and responsibilities of the TMU community. Pamphlets, postcards and folders of information were created. Infographics and communications materials include [a visual map of the sexual violence complaints process](#) and the discrimination and harassment complaints.
- **Consensual Events Guide: To Orientation and Beyond!:** We worked with [Good Night Out Vancouver](#) to update and expand the consensual event guide. The guide will be worked on through the summer of 2022 and be released in August 2022.
- **Colouring books:** All three of the survivor colouring books continue to be used across campus as well as downloaded by 500+ post-secondary institutions, law firms, governments, Sexual Assault Centres, and Victim Witness Assistance Programs across North America and Europe.

Groups

- **Curiosity Labs:** This highly popular innovative program is built on evidence-based research to address sexual violence through prevention. In 2021/2022, we had 225 students, staff and faculty sign up for Curiosity Labs. Recognizing that providing relationship and sexual health information is a key part of prevention, TMU and Laurier University Sexual Violence Support and Education managers worked together to create a skills-based workshop series. Every week participants joined experimental spaces to learn together, ask questions and share ideas on relationship skills. The workshops include the following:
 - Pleasure Lab;
 - Flirting and Sexting Lab;
 - Sexual Communication Lab;
 - Breaking Up and Rejection Lab;
 - Boundaries Lab; and
 - Apology Lab

Participants share that the following about the program:

- "It's an opportunity to discuss and workshop topics that are taboo amongst most of my personal network."

- "The facilitator is excellent and non-judgmental. I felt safe to ask questions I would have never thought I could."
 - "I absolutely loved how comfortable and safe the environment felt. I found it useful when people shared personal anecdotes and experiences, and a conversation could start between group members."
 - "It made me relate to others more which helped me find ways to apply the concepts discussed in my life!"
- **We Heal Together: Body Wisdom and Everyday Self-Care Workshop Series for Black People** with Dr. Jiselle Griffith, ND. Monday, October 18 - November 15, 2021, 7- 8 pm, virtual workshop. The workshop was a collaboration between Carleton sexual assault centre and TMU's Consent Comes First office with 18 participants. In Black communities, the practice of remembering our ways to nourish ourselves and each other is central to our continued assertion of our liberation. This five-week workshop series facilitated by Dr. Jiselle Griffith N.D. for Black TMU University and Carleton University students offers a deeper dive into understanding our health through the challenges we navigate and our resilience as Black people. Each workshop focused on common health concerns in our communities. Participants learned how stress and trauma could impact and turn on illness signals. Participants explored how, through habits, practices and self-care strategies, they can find resilience and restoration. In particular, they discussed traditional ways that plant-based medicines, nourishment, embodiment, and mindfulness help us to heal. Participants shared the following:
 - "I enjoyed learning new ways to take care of my physical and mental health."
 - "I NEEDED to learn more about self-care and self-care practices."
 - "I learned how to be kinder to my body and how to alleviate/mitigate stress."
 - "As a young Black woman, I find few opportunities to practice self-care and self-love. Thank you for having a space to learn about my body and how to heal it outside of what is taught in medicine + western practice."
 - "It was important to learn more about self-care and dealing with anxiety from a viewpoint geared toward Black students and learn to be more compassionate and healing towards myself."
 - "As a Black woman I find healing workshops extremely important for our community."
 - "I liked the guided self-help and releasing some negative energy pent up from social studies classes. It's hard to be taught in books that black people are not in power."
 - **Lotus: Support Group for South Asian Survivors** was a weekly group for South Asian survivors of gender-based violence. Together they created a safe space to explore our identities, culture, family, and dating. Seventeen students meet virtually each week on Thursdays. In the winter semester, we hosted writing workshops with Asifa Sheikh from Firefly Creative Writing, and the group made their own zine on healing from harm.

Participant feedback:

- "I've wanted a safe space to talk about problems with South Asian students specifically. This group helped me get out of my rut, uplifted me, and gave me something to look forward to."
 - "I was able to talk about problems with like-minded individuals and learn more about accepting myself and getting out of depression phases."
 - "It meant so much to meet other South Asian people with similar experiences."
 - "To enter a support group/safe space for South Asian women, especially since I have no South Asian friends and all my family is back home, was everything."
 - "I gained a sense of community with other South Asian survivors."
 - "I am the eldest child and sometimes it just gets hard dealing with cultural expectations. This was a safe place to talk about it."
- **We Heal Together - Group for Black Survivors of Gender-Based Violence** (winter semester): Led monthly programming with Black survivors, including a sexual pleasure workshop with Lydia Collins, yoga for survivors with Yamikani Msosa and an Ancestral Art Workshop with Melissa Taylor. Thirty-five participants came to each of the monthly workshops. We hired Casandra Fullwood as the TMU student staff to lead We Heal Together, a support group for Black folks looking for alternative community healing methods. This group acknowledges the systemic barriers and erasure of Black folks in survivor-led spaces. As Black people, our experiences with sexual trauma and hypersexualization are influenced by colonialism and anti-Black racism. Healing from our traumas requires different methods within a closed safe space for the Black community. Every month we will explore alternative healing methods, reclaim our narratives and engage with guest speakers to help us along our healing journeys.
- **Tenderqueers - A Self-Care Group for LGBTQIA2S+ Survivors** (fall & winter semester): Tender Queers is a weekly support group where 2SLGBTQIA at TMU where folks can make connections, explore self-care tools, and take a breath! We had 53 participants in the program. In the second semester, we hosted weekly virtual watch parties of the CBC show Sort Of and explored its themes of self-love, boundaries, and rejection in collaboration with RyePRIDE, an Equity Service Group of the Toronto Metropolitan Students' Union ("TMSU") and TMP. We also talked with the creator of Sort/Of Bilal; 108 students signed up for the intimate in-person conversation. The rates of sexual violence targeted at LGBT young people are much higher than cis, heterosexual students. We created this program as a safer space for 2 LGBTQ survivors to connect with their peers and feel safer exploring healing and self-care. One hundred and eight students signed up for the virtual event with Bilal. When asked for feedback on the Tender Queers program, this is what participants shared:
 - "Everything! The facilitators and speakers were so amaaaaazinghhhhhh!!!"

- "It was a safe space where I met other Queer folks. It was also a space where I learned more about being tender and sharing my ideas with others."
 - "the art activities"
 - "I really found all the self-care talk really helpful."
- **Trans Survivor Self-Care Group:** Created a safer space for trans survivors to work together to create a guide about healing. The group met weekly with Jiaqing Wilson Yang from October - April 2022. "As trans and non-binary survivors, too often work for us is not done by us. People not part of trans communities produce resources, research and best practices that don't involve us or only involve us in performative, tokenizing ways. Trans and NB survivors are spoken about like we either don't exist, are too "complex" to be worked with, or our harm is inevitable and therefore cannot be healed. Which is NOT what we think." Recognizing the high rates of sexual violence and gender-based violence against trans and gender-nonbinary young people, we wanted to create a self-care guide to document those conversations. We will continue to build the guide over the next year.
 - **You Are Cherished: Care Workshop for East and Southeast Asian Survivors on March 16, 2022.** Thirty-five participants. On March 16th, 2021, seven women and one man were murdered in Atlanta, Georgia. Six of the women whose lives were taken were East Asian, and the three places attacked were massage parlours run and staffed by East Asian women. They were targeted because they were sex workers and because they were East Asian. Our communities continue to be harmed through harassment, violence and discrimination, including targeted attacks against Asian massage parlour workers. One year after the mass killing, we created space for our communities to remember those women and all East and Southeast Asian women harmed by anti-Asian racism or whorephobia. We celebrated our strengths as a community, cherished the living, and remembered those no longer with us. The safer space was to grieve, heal, and give care through writing. We want our community to know they are cherished, loved and cared for.

Programming, initiatives and events

Emergency call stations and blue poles

Emergency call stations and blue poles provide duress stations where one can activate a blue pull station or call to be connected directly to Security. TMU Security will immediately be dispatched to your location. Ten phones are located across campus.

Initiatives

- Consent Action Team Student Leadership Program:** Consent Action Team (“CAT”), a peer leadership program for TMU students to address sexual violence on campus led by Consent Comes First. CAT offers a unique and valuable opportunity for TMU students to receive comprehensive training on sexual violence prevention and provides opportunities to create a culture of consent at TMU. CAT members assist with the planning and implementation of peer education, awareness campaigns and more. In 2021-2022, 56 students participated in the third year working on the following:
 - Consultation on services, policy, and programming;
 - Planning Monthly Events (i.e. Consent Action Week);
 - Creating the podcast Healing Comes in Waves; and
 - Media Creation (i.e. Hosting IG Lives about self-care).
- Practicum Program for Black, Indigenous and Racialized Students:** Consent Comes First created a training program for MSW students, prioritizing Indigenous, Black, racialized students interested in working on gender justice issues. The hope is to increase the representation of these communities in gender justice work. CCF created a summer course prerequisite for placements at CCF and monthly assignments throughout the placement to enrich the learning experience. CCF worked with five MSW placements students in 2021/2022.
- Cyber Security Month:** CCF collaborated with Computing and Communications Services (“CCS”) to create a specific week during Cyber Security month that focused on online harassment, stalking and other forms of technology-facilitated gender-based violence. Together we created online quizzes, games and resources for employees and students.

2021 Consent Comes First pop-ups:

2021 pop-up #	Total views	% of correct answers
#20	27,257	92.46%
#21A	22,407	90.77%
#21B*	4,122	95.40%
#22A	20,580	84.56%

#22B*	4,119	87.02%
#23	24,830	94.71%
#24	24,854	90.57%
#25	24,634	82.79%

*These pop-ups only appeared to faculty and staff

- **Begin by Listening Symposium October 29th:** Created and led in collaboration with the Ontario Sexual Violence University Network, a student symposium on consent and sexual violence. Three hundred and fifty students attended the one and half day conference from across Ontario. The virtual conference featured outstanding student (graduate and undergraduate) research, art, activism and advocacy on sexual violence and consent culture. The organizing team included: Toronto Metropolitan University; McMaster University; Wilfrid Laurier University; Trent University; University of Windsor; Carleton University; University of Ottawa; Queen's University; University of Guelph; University of Waterloo; Nipissing University; York University; and University of Toronto.
- **Consent Action Week:** CCF worked with other Ontario universities to host an annual Consent Week to explore the prevention, intervention, and support to address sexual violence on campus in January 2021. Programming included Self-Care for Survivors and Stories Spark Change: An Evening with Roxanne Gay, hosted by Eternity Martis.
- **WAVES** (self-care newsletter 450+ subscribers): CCF bi-weekly newsletter containing artwork, events, programming, resources, and self-care tips for survivors and allies.
- **We Believe You newsletter** (2000 subscribers): CCF monthly newsletter highlighting programs, events and resources with the wider Toronto Metropolitan University community.
- **Consent Action Student Fund: High School Too:** This year, we created the Consent Action Student Fund, an annual grant through Consent Comes First, the Office of Sexual Violence Support and Education for TMU student projects centred on preventing and addressing sexual violence with the campus community. The grant could be applied for as an individual or a group. The grant aims to support projects focused on creating an intersectional culture of consent. TMU Student Carolyn Bridgeman was the chair this year and co-created with the Consent Action Team a campaign to address sexual violence in secondary schools called High School Too, documenting student walkouts from across Canada and their demands. Along with members of the Consent Action Team, she had the opportunity to meet with policymakers, government officials,

politicians, and student leaders to learn more about the complexities of addressing sexual violence in high school and the impacts when you do not.

Carolyn reached out to students across the country to make a network called High School Too with support from CCF and CAT. Together the ten-person group researched and built a ten-part advocacy plan. Their vision is a liberated future where all schools are safe places to learn. They want schools to be trauma-informed, healing-centred, and pleasure-celebrating. High School Too advocates for policy, protocol and education change so all high schools can be places where consent comes first. The group created a ten-part action plan launched at the press conference on April 12, 2022. Already, two school boards are changing their policies to address and prevent sexual violence on campus, including the Peel District School Board, which many TMU students attend before coming to our campus. This project will create a ripple effect of addressing sexual violence before it comes to campus, thus creating safer spaces all around.

The project became a lightning rod for conversation across the country with media stories that uplifted Consent Action Team members' voices, including but not limited to CBC the Current, Here and Now, CTV Morning, Globe and Mail, and Toronto Star with 182 media stories and a reach of 135,334,745 impressions. Members felt that they were building their leadership skills to advance gender justice.

Events and Programming

- **Sexy Sexual Health Trivia for Orientation Week with samantha bitty:** This is a playful, highly interactive trivia game developed and hosted by Toronto sexual health educator samantha bitty. The game uses humour and tact to promote healthy and fun conversations about safer sex and consent, pleasure, relationships, and communication, empowering participants to take care of their physical, emotional, and spiritual sexual health. samantha bitty's passion, wit, and depth of sexual health knowledge, always result in memorable and impactful experiences.

We had 65 students join us for Sexy Sexual Health Trivia. 53% of the students in the evaluation said they had significant growth. In comparison, 41% had moderate growth in learning from attending the Workshops. Students participated in the team and individual trivia events, thoughtfully answering and asking questions. Participants shared:

- "I felt safe to talk about things I never do, sexual preferences, and joy; it was a chill space."
- "The part I found the most useful was discussing the type of approaches that could be taken during different situations and understanding that there is no wrong approach."

- **We Deserve Healing Not Harm Series: Addressing the Criminalization of Gender-Based Violence Survivors.** We had 635 participants sign up for each event, collaborating with Carleton University and Laurier University Sexual Assault Offices.
 - September 2021 - We Deserve Healing Not Harm The Missing Story of #MeToo: Police Sexual Violence and Criminalization of Survivors with Andrea Ritchie.
 - October 2021 - We Deserve Healing Not Harm: The Criminalization of Domestic Violence Survivors with experts Hijin Park (Brock University), Deepa Mattoo (Barbara Schlifer Commemorative Clinic), and Elizabeth Sheehy (University of Ottawa) who explored the impacts of these unjust laws, strategies for change, and areas for action.
 - November 2021 - Towards a Justice that Heals: Exploring Transformative and Restorative Justice Models to Address Harm on Campus.

72% of participants shared that they had significant growth in knowledge of the subject matter after attending the series, and 100% would recommend it to colleagues.

- “Just hearing about the daily experiences of people doing this work helped to validate my own practice. Listening to the speakers tell their stories, I felt something tangibly relaxed inside.”
 - “Significant takeaway is the emphasis on nourishing the soil. So many other good insights during the entire talk!”
 - “Practical discussions about challenges, barriers, and failures. Being able to talk about what happens in practice, not just the intellectual stuff.”
- **National Day of Remembrance and Action on Violence Against Women memorial, December 6, 2021.** Together we will mourn the women killed at the L'Ecole Polytechnique in Montreal in the act of violent misogyny on December 6, 1989, as well as those killed by men in their lives in 2021. We had 125 TMU faculty, staff, and students sign up for the December 6 event, and the powerful event created space for more than 50 women and girls killed by men in their lives. Speakers included President Lachemi, Professor Megan Scribe, alumna/domestic violence survivor Serena Lalani and poet Keneisha Charles. This was part of the 16 Days of Action Against Gender-Based Violence.
- **Your Bias Becomes Everyone's Problem: Addressing Transmisogyny In the Movement to End Gender-Based Violence.** This was run on March 10, 2022 in collaboration with the SFU sexual violence office. A panel was held for IWD that brought together the voices and insights of Trans women working in the Gender-Based Violence sector across Canada. Together they engaged in a dialogue about complicity, accountability and the need for change in the gender-based violence movement on the issue of transmisogyny. The panel included Kelendria Nation, Kimberly Nixon, Rosalyn Forrester, Tatiana Ferguson, and Kimberly Nixon. Hosted by Jiaqing Wilson Yang, two hundred and eighty-eight people participated in the event.

Participants shared:

- "It's rare to have an honest conversation about the state of support for trans survivors. Thank you."
 - "I feel better equipped to support trans survivors at TMU attending this. Please host more!"
 - "It was an honour to listen to Kimberly Nixon and all the speakers; I'm grateful to them."
- **Black History Month When I Dare Program:** A speaker series was created with Carleton University for Black History month entitled "When I Dare to Be Powerful" with two workshops led by Black feminist students, including a workshop, Misogynoir: Sharing a Personal Narrative of Resistance Talk with TMU journalism student Daysha Loopie. We invited students to share their work, recognizing that they can take in information and lead. This series was an opportunity to celebrate Black excellence in academic work on sexual violence. One hundred and twenty-three people signed up for the two events and were extremely interactive with community members, consistently sharing their experiences, hopes and concerns. Participants shared the following:
 - "It felt like home in this space, to hear about Black women's healing, not our subjugation."
 - "I want more events like this where we hear our peers."
 - "I loved learning more about how activism can be a source of healing."
 - **Healing Comes in Waves Live Taping: March 18, 2022:** An intimate live podcast interview was held with Anwen and Sameer, two university students who underwent a restorative justice process. Sameer raped Anwen, and through the conversation, they shared how they healed individually and together to create an unlikely friendship. The interview was transcribed and is part of our Healing Comes in Waves Series, released in the Fall of 2022. One of the most significant tasks of survivors we are working with is to explore what justice looks like outside the legal system. This conversation was eye-opening for the survivors we work with, giving them a glimpse into what healing could look like and if it's possible to hold people accountable. It was emotional and powerful to hear the impact of students who never thought anyone would be responsible for sexual assault and then hear Sameer speak about what he subjected Anwen to. Sixteen survivors attended, and the interview will be released in the following school year as part of Healing Comes in Waves programming.
 - **Self-Care for Survivors Workshop:** Thirty-two CAT members joined the workshop with Dr. Jiselle Griffith ND; together, they explored how to attend to the impacts of stress and trauma through shifting habits, practices and self-care strategies. CAT members shared the following:

- “Jiselle was warm and thoughtful, making me feel safe to talk about how hard the pandemic has been.”
- “As a survivor, I get nervous about self-care, thinking that maybe I’m selfish, but in this workshop, I was reminded that it is part of my healing.”
- **Stories Spark Change: Roxane Gay in Conversation with Eternity Martis on January 27, 6:30 - 8:00 pm EST 2022:** A virtual event was held with internationally renowned author Roxane Gay and best-selling author Eternity Martis for an in-depth conversation about how we can address how we police ourselves as survivors to reclaim our story and push back against shame to create space for healing. TMU CCF was the key organizer for Stories Spark Change with other post-secondary institutions from the Ontario University Sexual Violence Network. The event had 600 survivors sign up to engage in an intimate conversation with award-winning author Roxane Gay and Eternity Martis. Several student poets, including TMU’s Kenisha Charles, opened it up. Stories Spark Change Organizing Committee: Toronto Metropolitan University; Laurier University; Carleton University; Queen’s University; McMaster University; University of Guelph; University of Windsor; University of Toronto; and York University. Stories Spark Change is part of Consent Action Week, an educational initiative held during the last week of January at universities across Ontario. The week is an opportunity for campus communities to create a dialogue about consent, pleasure, relationships, and sexual violence. It was also an opportunity to raise awareness of both on and off-campus services. The Ontario University Sexual Violence Network created Consent Action Week.

Participants shared the following:

- “I have never been in a virtual space like this! First, my hero, Roxane Gay, was also one of all the participants. We were gassing each other up in the chat showing love and care.”
- “It was an amazing event; I liked that it was virtual as it’s still not feeling safe to go right now, and I could just be in my home listening to what felt like two friends just chilling with each other and talking about healing.”
- “It felt special to hear not only the main speakers but poets from all the universities share their words; it started off so right.”
- “I love that it centred Black women’s voices as survivors. Too often, we are not included in this movement. Here I felt front and center.”
- “I loved that there were breathing exercises and self-care built-in; you could tell survivors put this together.”

Social media campaigns on sexual violence

- #TakeCareRU: Bystander intervention campaign to engage TMU community members in conversation and action to address sexual violence.
- #TakeCareRUonline: Bystander intervention campaign to engage TMU community members in conversation and action to address sexual violence.

- Human Rights Services launched a “Human Rights Live Online” awareness-raising campaign, which featured, among other things, a video of a student encountering and addressing online harassment. It was disseminated on Instagram, Tiktok and Twitter for one month (September 15 to October 15, 2021), and received a total of 131,941 impressions over the month (September 15 to October 15, 2021). The social media videos were live. Promotional communications on Instagram and TikTok led to a 97% increase (or 455 new sessions) in new visits to HRS’ new Human Rights Live Online landing webpage, which includes further guidelines and training on addressing discrimination and harassment in online university settings.

PART II: Number of supports, services and accommodations relating to sexual violence requested and obtained by students

Supports, services, and accommodations

The University works closely with survivors, complainants and respondents to provide support, services, and accommodations from a trauma-informed approach. Support is made available to students collaboratively. These include the following:

- Helping survivors identify, process, and navigate the traumas they have experienced;
- Guiding complainants and witnesses to navigate complaint processes;
- Providing support in every stage of the University’s investigation process under the SVP;
- Advising and assisting survivors with options external to the University that are available to them, including reporting an incident to the Police;
- Assisting survivors in court proceedings, including gathering information and communicating with the Crown Attorney in criminal proceedings;
- Supporting survivors in making an application for financial compensation through the Criminal Injuries Compensation Board;
- Referring and/or accompanying survivors to medical appointments, including on and off-campus counselling;
- Helping survivors navigate the Ontario Students Assistance Program to secure financial support;
- Accessing housing support;
- Providing letters of support for academic considerations, course drops and withdrawals, and grade appeals;
- Developing and implementing safety plans for survivors;
- Facilitating support for student respondents during SVP investigations, including academic consideration, financial support, access to counselling, and referrals to other internal and external resources;

- Guiding Respondents through the complaint resolution process and providing support in every stage of the investigation stage under the SVP;
- Working with respondents after decisions are issued to ensure the completion of sanctions, and compliance with any assigned remedies; and
- Helping student respondents transition back to the University after periods of suspension.

Services

The University provides expedited referrals to counselling for students affected by sexual violence twice a week. The University offers students the following:

- Crisis counselling, individual therapy and group therapy; and
- Disciplinary counselling to respondents involved in the SVP disciplinary process. This includes consent training on various topics, including, but not limited to, accountability, toxic masculinity, healthy relationships, the role of drugs/alcohol in harmful behaviours and healthy sexuality.

Accommodations

The University provides carefully tailored accommodations to each student's circumstances. Such accommodations include the following:

- Academic considerations (short-term modifications to students' coursework concerning the student's experience(s) of trauma); and
- Workplace accommodations (for students with concurrent staff roles) and housing accommodations (for safety planning).

Trends in support requests

- Online harassment
- Human Trafficking
- Child sexual abuse
- Forced marriage
- Intimate Partner Violence
- Workplace Sexual Harassment
- Stalking

The numbers

Table 1 shows that between May 1, 2021, and April 30, 2022, 441 TMU community members accessed support, 122 students accessed Individual Support, and 295 students accessed Group Support. This includes survivors requesting support, services, and accommodations due to disclosures and respondents requesting services and accommodations due to an

investigation. The breakdown of these supports, services, and accommodations for the reporting period is as follows:

Table 1: Number of students who requested and obtained support from May 1, 2020, to April 30, 2021.

	Number of students making requests	Supports requested and obtained	Services requested and obtained	Accommodations requested and obtained
Survivors Group request	295		5	
Complainants/ survivors individual requests	122	16	916	58
Respondents	13	116	10	9
Total	430	132	931	67

PART III: Number of complaints and incidents of sexual violence reported to the University involving students

Table 2 below summarizes the number of complaints¹ of sexual violence received by Human Rights Services, as the office that administers the complaint resolution process under the Sexual Violence Policy, between May 1, 2021, and April 30, 2022, that involved allegations of student victimization by sexual violence, broken down by respondent² status and incident location.

Table 2: Number of complaints of sexual violence received by Human Rights Services between May 1, 2021, and April 30, 2022, involving allegations of student victimization by sexual violence, broken down by total number, respondent status and incident location	Number
Total number of complaints received by Human Rights Services involving allegations of student victimization by sexual violence	26
Breakdown by Status of Respondent (the individual being accused of the alleged incident of sexual violence) Student Employee Other	19 5 2
Breakdown by Incident Location	

¹ Human Rights Services (HRS) defines “complaint” here as an alleged violation of the Sexual Violence Policy reported to HRS that requires a preliminary assessment of whether the complaint falls within the jurisdiction of the SVP and meets the threshold for proceeding with a complaint resolution process. The party reporting the alleged SVP violation to HRS could be the person directly affected by the reported incident or a third party who witnessed or received a disclosure of a potential violation of the SVP.

² Human Rights Services defines “respondent” here as the individual being accused of the alleged violation of the SVP.

Incidents occurring on campus	8
Incidents occurring off-campus	8
Incidents occurring online	10

Table 3 below summarizes the number of sexual violence incidents reported to the University's Department of Community Safety & Security involving students, whether as complainants or respondents, broken down by incident type.

Table 3: Number of incidents of sexual violence reported to Community Safety and Security between May 1, 2021, to April 30, 2022, involving students as complainants or respondents, by incident type.		
Incident Type	Student Complainants³	Student Respondents⁴
Assaults/Threats	5	1
Harassments	14	6
Indecent	0	0
Voyeurism	0	0
Total	19	7

Part IV: Implementation and effectiveness of the SVP

The SVP reflects the University's commitment to addressing sexual violence in all forms at the University and commits the University to initiatives that raise awareness of sexual violence; prevent and reduce sexual violence; promote a culture of consent; respond to the needs of survivors; and provide for internal redress including through complaint resolution services. The SVP requires a review per Bill 132, the Ministry of Colleges and Universities regulations every three years. The SVP is relatively new and up to date, having been first implemented in 2015, with subsequent reviews in 2016 and 2019.

³ Community Safety and Security defines the "Complainant" in an incident report as "a person who is directly affected by what the incident is about". Oftentimes, the complainant of a report is also the person who notifies the Community Safety and Security department about the incident they have been involved with.

⁴ Community Safety and Security defines a "Respondent" in an incident report as "a person who is reasonably suspected of or is confirmed to be the person engaging in the behaviour reported".

In keeping with the Ontario government's introduction of new regulatory requirements in its (2021) revision of [Ontario Regulation 131/16](#), TMU updated the SVP in December of 2021 by adding two new clauses that:

- Ensure that individuals who bring forward complaints of sexual violence can do so without fear of disciplinary action for violations of university policies relating to drug or alcohol use at the time of the alleged sexual violence; and
- Confirm that individuals will not be asked irrelevant questions during any investigation process by University staff or investigators, including those relating to their sexual expression or past sexual history.

The University does not take disciplinary action against students, faculty or staff making a complaint of sexual violence that involves violations of drug or alcohol policies. In addition, University staff and investigators do not ask irrelevant questions of students, faculty or staff, including those regarding sexual history and expression, during the Sexual Violence Policy complaint resolution process. While both of the new clauses thus reflected prior existing practices at the University, it is important to recognize them formally in the policy.

The policyholders began working together in 2021 to create a framework for these regular periodic policy reviews. The review of the policy will continue in 2022/2023.



BOARD OF GOVERNORS MEETING

November 30, 2022

AGENDA ITEM: Periodic Program Review Summary and Implementation Plan Reports approved in 2021-2022

STRATEGIC OBJECTIVES:

- ☒ Academic
- ☐ Student Engagement and Success
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☐ Financial Resources Management
- ☐ Compliance (e.g. legislatively required)
- ☐ Governance

ACTION REQUIRED: Information

SUMMARY:

Toronto Metropolitan University is pleased to provide the Summary and Implementation Plan Reports for the following Periodic Program Reviews approved in 2021-22:

BACKGROUND:

As required by Senate Policy 126, Section 13.4, which states: *The Provost and Vice-President Academic is responsible for the presentation of the PPR Executive Summary and its associated implementation plan to the Board of Governors for its information.*

Attached is the Summary and Implementation Plan Reports for the following Periodic Program Reviews approved in 2021-22:

Undergraduate:

- CIVIL ENGINEERING (BEng)
- CREATIVE INDUSTRIES (BA)
- EARLY CHILDHOOD STUDIES (BA)
- HISTORY (BA Hon)
- NEW MEDIA (BFA)
- PHILOSOPHY (BA Hon)
- PROFESSIONAL COMMUNICATION (BA Hon)

Graduate:

- SOCIAL WORK (MSW)
- PSYCHOLOGY (MA, PhD)
- POLICY STUDIES (PhD)

- FASHION (MA)

This report was sent to the Quality Council on June 27, 2022.

The report which includes the Provost's annual Final Assessment Reporting ("FAR") reporting to the Quality Council as well as the FARs for the programs listed above can be found in the Resource Center on Diligent.

COMMUNICATIONS STRATEGY: These reports have also been posted on the Toronto Metropolitan Curriculum Quality Assurance website: www.torontomu.ca/curriculumquality/

PREPARED BY:

Name: Dr. Stéphanie Walsh Matthews, Director, Curriculum Quality Assurance

Date: November 15, 2022

APPROVED BY:

Name: Dr. Cynthia Holmes, Interim Vice-Provost, Academic

Date: November 18, 2022



EXECUTIVE SUMMARY

PERIODIC PROGRAM REVIEW (PPR) AND FINAL ASSESSMENT REPORT (FAR) AT TORONTO METROPOLITAN UNIVERSITY

A Periodic Program Review (“PPR”) is a cyclical review performed every eight years that provides a comprehensive means for graduate and undergraduate programs to undergo a critical analysis, ensuring they remain aligned with the university’s academic priorities and plans, meet current and future societal needs, identify strengths, weaknesses, opportunities, and threats, and devise a strategic plan for growth and development. Governed by Toronto Metropolitan University’s (the “University”) Senate Policy 126, PPRs are an integral part of the university’s Institutional Quality Assurance Process (“IQAP”). A PPR includes a comprehensive self-study done by the program’s home department, as well as an external review completed by a qualified peer review team. The self-assessment and peer review report, along with responses from the program department and Faculty Dean inform an implementation plan that identifies key priorities with an action plan and timelines that the program uses as part of their continuous improvement commitment to drive change. Completed PPRs must pass a comprehensive review by the University’s Academic Standards Committee, which in turn recommends the PPR to Senate for review and approval.

In 2021/22 seven undergraduate programs (Civil Engineering (FEAS), Creative Industries (TCS), Early Childhood Studies (FCS), History (ARTS), New Media (BFA), Philosophy (ARTS), and the Professional Communication Program (TCS)) and four graduate programs (Social Work (FCS), Psychology (ARTS), Policy Studies (ARTS) and Fashion (TCS) successfully completed the PPR process.

While each of these programs has their own unique set of strengths and recommendations for growth, there were some common themes identified by peer reviewers that transcended program boundaries. Across the seven undergraduate programs that were reviewed, the high quality of faculty, students and staff was consistently noted. Curricular flexibility and societal reflection were often noted as well as the high level of enthusiasm and passion for the programs. In addition, all programs engage with the University’s mission, and the commitment to do so is done by faculty and staff alike. The research conducted by members of the departments and schools are instrumental to teaching and student development. Multiple and a variety of opportunities of internship and other professional development is evidenced in all sectors.

With regards to the graduate programs, all four peer review teams cited exceptional faculty complements offering courses that reflected their strong contributions to both research and creative activities. Theory and methodology are also considered to be strengths to the programs as well as multi and interdisciplinary opportunities. Common amongst the reviews was noting the programs’ strong ties to the community. Supporting diverse student interests as well as benefiting from the city and its surroundings are also mentioned in the peer review reports. Workload demands and student support were mentioned as recommended areas for growth and for some programs efforts in diversity, equity, and inclusion were commended whereas others would benefit from additional support for students and faculty.

The Final Assessment Reports (“FAR”) included here, provide an executive summary, details of the external reviewers’ recommendations, the program and Dean responses to those recommendations, and the implementation plan. FARs are posted publicly on the University’s Curriculum Quality Assurance website and reported annually to the University’s Board of Governors and to the Ontario Universities Council on Quality Assurance (“Quality Council”). The final step of the PPR process is a one-year follow-up report that details progress-to-date on the implementation plan and any subsequent recommendations.

The following report, submitted to the University’s Board of Governors, includes the Provost’s annual FAR reporting to Quality Council as well as the FARs for the programs listed above, for information.

BOARD OF GOVERNORS MEETING
November 30, 2022

AGENDA ITEM: Graduating Student Survey 2021

STRATEGIC OBJECTIVES:

- ☐ Academic
- ☒ Student Engagement and Success
- ☐ Space Enhancement
- ☐ Reputation Enhancement
- ☐ Financial Resources Management
- ☐ Compliance (e.g. legislatively required)
- ☐ Governance

ACTION REQUIRED: Information

SUMMARY:

This report summarizes the results from the Graduating Student Survey 2021 and is presented to the Board of Governors as an information item.

BACKGROUND:

The triennial Graduating Student Survey is one of a series of student surveys conducted by Toronto Metropolitan University (the "University") as a member of the Canadian University Survey Consortium. Survey questions relate to students' satisfaction with their academic programs and their university experience, as well as information about future employment and career preparation.

COMMUNICATIONS STRATEGY:

The report will be disseminated within the University community and posted on the University's website.

PREPARED BY:

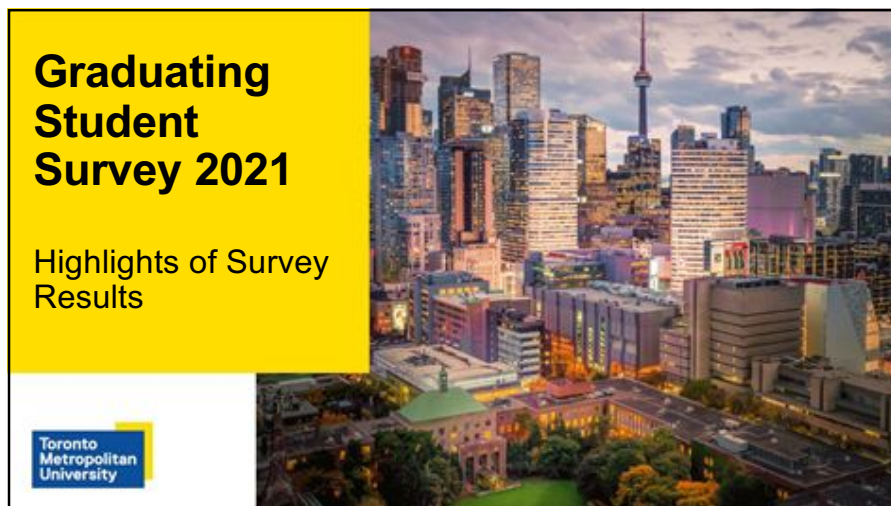
Name: Glenn Craney, Chief Strategy Officer

Date: November 10, 2022

APPROVED BY:

Name: Roberta Iannacito-Provenzano, Interim Provost and Vice-President, Academic

Date: November 10, 2022



1

About the Survey

- Every three years, Toronto Metropolitan University conducts a survey of graduating students as part of the Canadian University Survey Consortium.
- This student survey is conducted across the country by more than 30 universities. TMU has been a member of this group since 1997.
- Students are asked about **themselves**, their **satisfaction** with their academic and university experiences, as well as their **expectations and plans for the future**.
- In 2021, over 5,800 TMU students were contacted, and 2,418 students completed the survey, yielding a response rate of 42%.
- This survey was conducted during a year when almost all learning was taking place online, due to the COVID-19 pandemic. This cohort graduated during the pandemic.
- These results will be posted online at <https://torontomu.ca/university-planning/>.



2

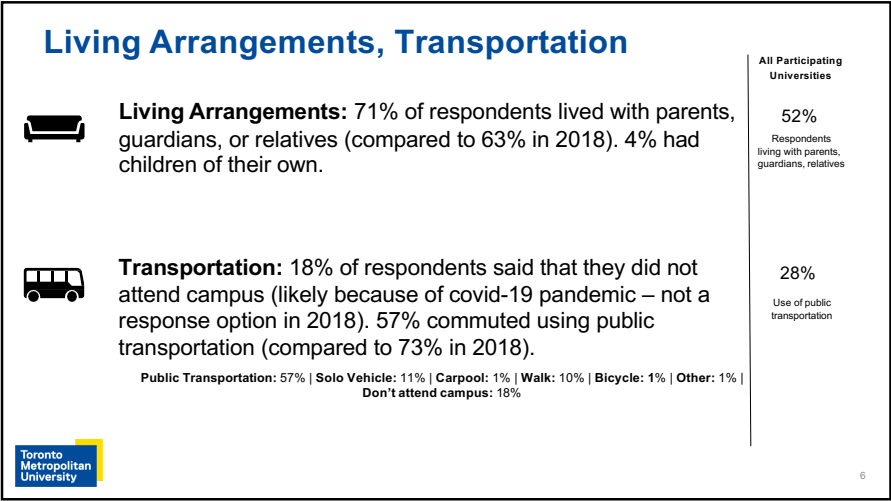
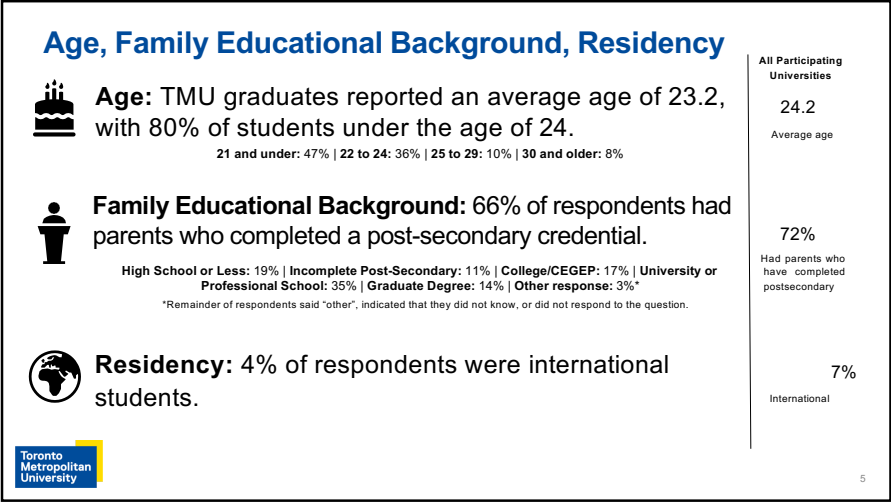
2

About the Survey

- Broadly, the survey data collected was representative of what we know about TMU students from enrolment data.
- Women and Faculty of Community Services students were overrepresented in the sample population. Part-time students and Ted Rogers School of Management students were underrepresented.

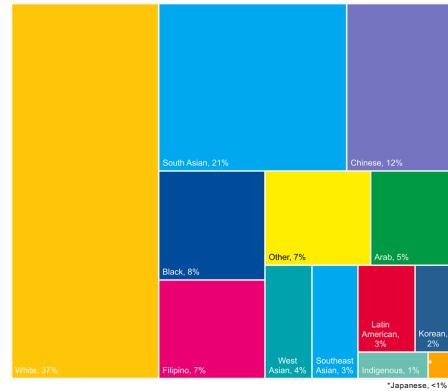
Response	2021 CUSC Results	%	2021 Institutional Data*	%
Gender				
Male	818	34%	5,551	45%
Female	1,583	66%	6,554	54%
Other Gender Identity/Not Reported	17	<1%	99	1%
Full-Time/Part-Time				
Full Time	1,622	67%	7,412	61%
Part Time	796	33%	4,792	39%
Faculty				
Arts	291	12%	1,351	11%
The Creative School	394	16%	1,519	12%
Community Services	670	28%	2,473	20%
Engineering and Architectural Science	342	14%	2,115	17%
Science	197	8%	1,039	9%
Ted Rogers School of Management	524	22%	3,707	30%
Total Respondents	2,418	100%	12,204	100%

Student Profile



Racial Identity

- 67% of undergraduate students graduating in 2021 self-reported belonging to a racialized group (compared to 43% across all CUSC-participating universities).
- 11% of respondents self-identified as belonging to more than one racial group.

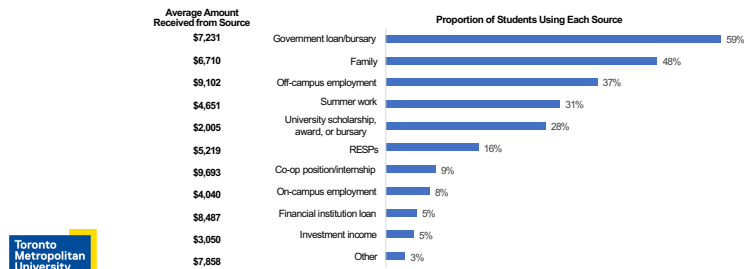


Disability and Mental Health

- 25% of total survey respondents indicated that they had a disability (compared with 27% across all participating institutions).
- Of those respondents:
 - 63% identified a mental health condition
 - 19% identified Attention Deficit Disorder
 - 14% identified learning/memory disabilities
 - 11% identified a chronic condition
 - 7% reported more than one condition
- 28% of participants with disabilities reported significant impact on their daily activities (that is, their daily activities were always limited by their disability/impairment).

Financing

- Students were asked to report which sources of income they were using to pay for their university education during the current academic year (note that students could report more than one source of income).
- The graph shows the proportion of students that used each source of income to pay for their studies, as well as the average amount received from that source.



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Employment

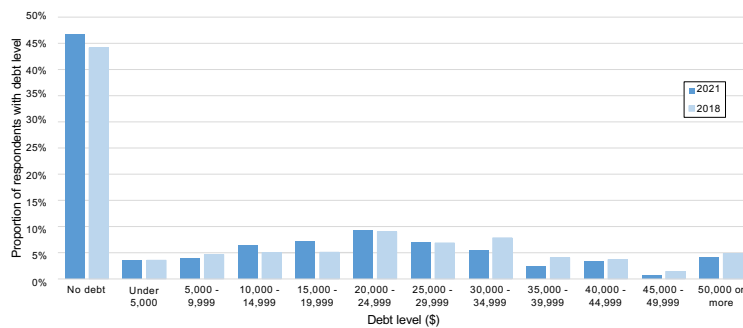
- 59% of students reported being employed while completing their studies (down from 67% in 2018). Students who were employed worked an average of 21 hours per week (up significantly from the previous cohort of graduates and from the average across all participating institutions).
- An additional 29% indicated that they were not employed but were looking for work (up from 19% in 2018).
- Unsurprisingly, students who worked 21 hours or more per week were more likely to report a negative impact on their studies than students who worked 20 hours per week or fewer.

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Student Debt

- More than half of graduating TMU students acquired repayable loans to help finance their education.
- Average debt for all graduating students was \$13,109 (median: \$4,194) – note that this calculation includes students with no debt. This amount is significantly lower than debt of TMU respondents in 2018 (average: \$14,583) but not different from the average for all CUSC respondents.
- Average debt amongst all graduating students with debt was \$24,590 (median: \$21,500). This amount is significantly lower than the debt of TMU respondents with debt in 2018 (average: \$26,140) and \$4,000 lower than the average across all CUSC-participating institutions.

Distribution of Student Debt (\$)



Student Success and Skills

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TMU's Contribution to Skills and Development

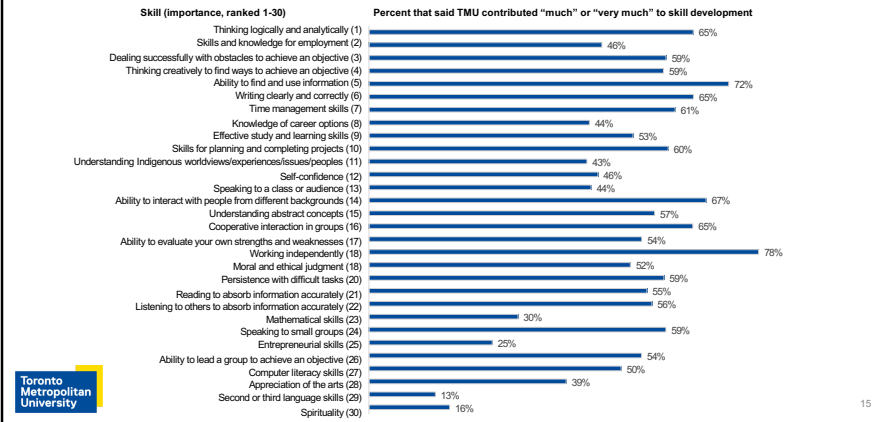
- Graduating students felt that TMU had contributed substantially to their skills and personal development in a variety of areas.
- Respondents were asked to review a series of 30 skills, select their top three in terms of importance, and rate the degree to which their experience at the university had contributed some, much, or very much to these skills.

Five most important skills as identified by TMU respondents, GSS 2021

Ranking of importance of skill	Skill	% of students indicating that TMU had contributed to this skill
1	Thinking logically and analytically	93%
2	Skills and knowledge for employment	78%
3	Dealing successfully with obstacles to achieve an objective	89%
4	Thinking creatively to find ways to achieve an objective	86%
5	Ability to find and use information	94%

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TMU's Contribution to Skills and Development








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TMU's Contribution to Skills and Development

- The ratings below represent the proportion of students that said TMU had contributed "much" or "very much" to the development of their skills.
- Skills below were significantly different from the average (**higher** or **lower**) for all CUSC-participating institutions and were also among the 10 most important skills.

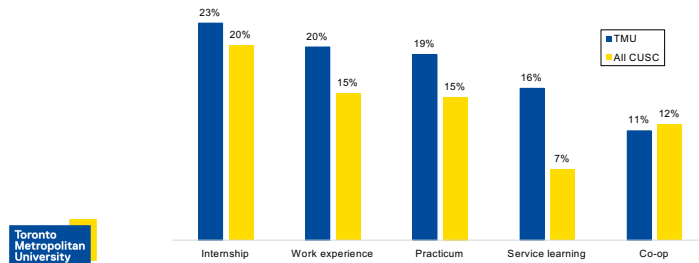
Skill	TMU	CUSC
 Skills & knowledge for employment	46%	42%
 Time management skills	61%	58%
 Knowledge of career options	44%	37%

Skill	TMU	CUSC
 Ability to find & use information	72%	76%
 Thinking logically & analytically	65%	71%
 Writing clearly & correctly	65%	68%
 Dealing successfully with obstacles to complete an objective	59%	62%
 Effective study & learning skills	53%	58%

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Experiential Learning

- 63% of students reported participating in some form of experiential learning at some point during their program, compared with 50% overall at CUSC-participating institutions.
- Internships were the most common form of experiential learning at TMU (23%), followed by work experience (20%) and practica (19%) – note that students could select multiple options.



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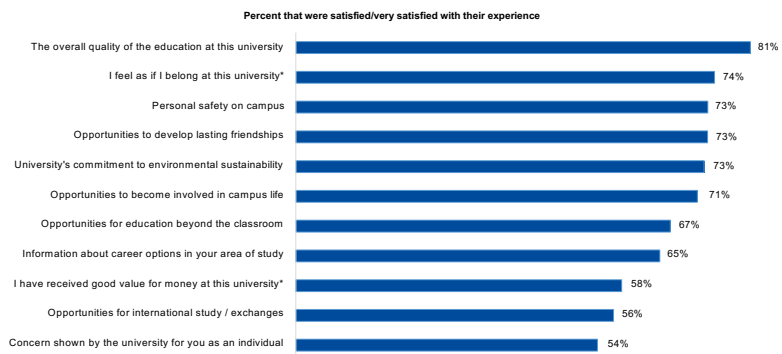
Student Experience

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Satisfaction with University Experience

- The majority of students were satisfied with their experience at TMU.
 - 77% said that TMU met or exceeded their expectations, compared to 80% in the 2018 round of the survey.
- Students were happiest with the **quality of education** at the university (81% were satisfied or very satisfied). Students also reported a strong **sense of belonging** (74% agreed or strongly agreed that they belonged at TMU).

Satisfaction with University Experience



Student Perceptions of Instructors

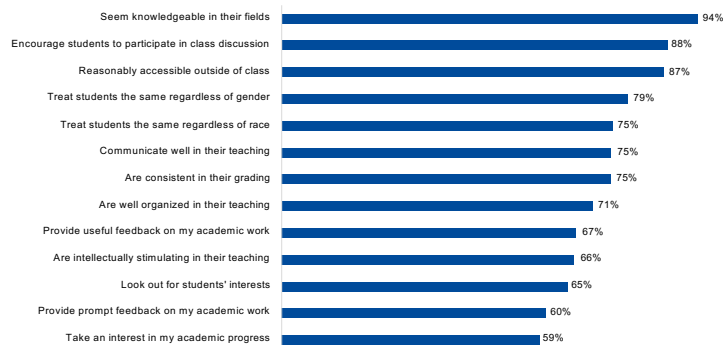
- Students were presented with a series of instructor characteristics and were asked to rank their importance and the degree to which their instructors exhibited them.
- The majority of students were satisfied with the five most important instructor characteristics, with the highest being knowledge of the field.
- While the majority of students were satisfied with all qualities of their instructors, ratings were lower than in 2018. These ratings were also lower than the average for CUSC-participating institutions.

Five most important instructor characteristics as identified by TMU respondents, GSS 2021

Ranking of importance to students	Instructor characteristic	% of students agreeing that their instructors demonstrated this characteristic
1	Communicate well in their teaching	75%
2	Are well organized in their teaching	71%
3	Seem knowledgeable in their field	94%
4	Provide useful feedback on my academic work	68%
5	Are intellectually stimulating in their teaching	66%

Student Perceptions of Instructors

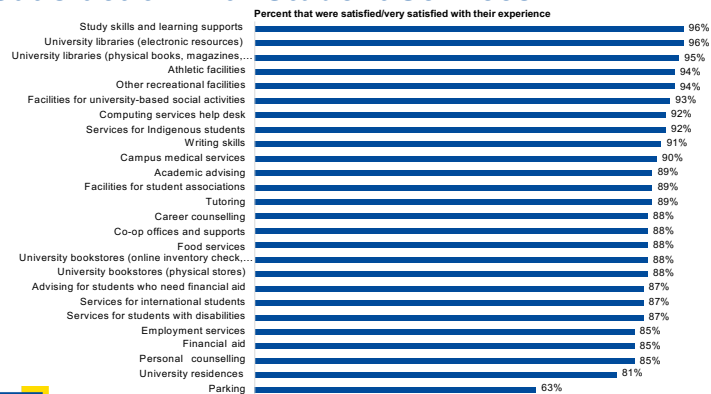
Percent that agreed/strongly agreed with the statement



Services for Students

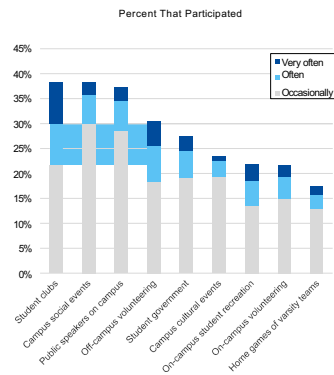
- Students were asked about their use of a range of academic, student life, and other services.
 - The services or facilities used by the greatest proportion of students included university libraries (physical and online resources), university bookstores, financial aid services, and academic advising.
- When asked about satisfaction with university services they had used, students rated all services at **80% or higher** (exception: parking).
- TMU students were more satisfied with career counselling, academic advising, food services, and parking than their counterparts at other CUSC-participating universities. However, they were less satisfied with financial aid services and university bookstores than their peers.

Satisfaction with Student Services



Involvement in Co-Curricular Activities

- The majority of students (69%) participated in some form of co-curricular activity since the previous September.
- Of the campus activities that students had been involved in over the past year, student clubs, campus social events, and guest speakers were the most popular.



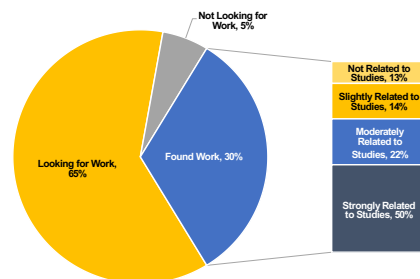
Plans for the Future

Career Preparation

- TMU students were knowledgeable about their future career options.
 - 70% of students indicated that they either had a specific career in mind after graduation (32%) or several possible career choices (38%).
 - 73% of students indicated that they knew their career options either "very" or "fairly" well. Only 3% of students indicated that they did not know what their career options were.
- The vast majority of students undertook some form of activity to prepare for a career. Of students surveyed:
 - 83% had developed a resume.
 - 49% had worked in their chosen field of study.
 - 30% had volunteered in their chosen field of study.
 - 23% had met with a career counsellor.
 - 12% had a career mentor.
- The majority of students also talked to their friends and family about employment and career goals (consultation with professors was significantly lower than in previous surveys).

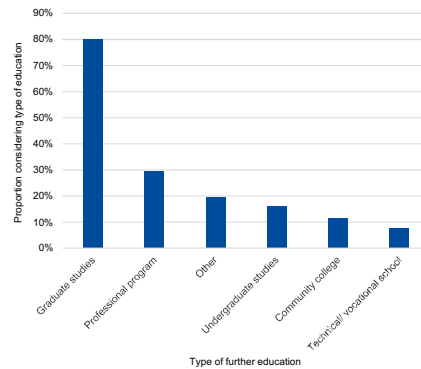
Future Employment

- 30% of respondents indicated that they had employment arranged for after graduation at the time of the survey – down only slightly from 2018 (note that the survey was done in February/March 2021, prior to graduation).
- 72% of students who had jobs lined up indicated that their job was "strongly" or "moderately" related to the knowledge and skills they learned during their studies (bottom two boxes in the graphic on the right).
- The most common ways that students found their jobs were workplace experience in program (21%), direct contact with an employer (19%), or a jobs website (17%).



Further Education

- 62% of TMU graduates planned to pursue further education within the next five years, most of whom were considering graduate school (80%). Full results are shown in the graph to the right.
- 32% of TMU students who intended to pursue further education planned to do so at TMU:
 - 28% in graduate school.
 - 7% in a professional program.
 - 5% in further undergraduate study.



Conclusions

Conclusions

- TMU's graduating students are a culturally and economically diverse group.
- This survey was conducted among a cohort that had been learning online and graduated at the height of the pandemic.
- Students largely had a positive impression of their time at TMU, both in terms of skills and competencies gained, and quality of student experience. However, results were lower than in previous years for many questions, perhaps due in some part to the pandemic.
- Students were happiest with the quality of education at the university and reported a strong sense of belonging.
- Students perceived their instructors as knowledgeable, were highly satisfied with the quality of the services at the university, and generally felt that the university met/exceeded their expectations.
- Many students took active steps to pursue a career or further education post-graduation, and most participated in some form of experiential learning over the course of their studies.

Further Information

Questions and comments on these survey results
can be directed to the University Planning Office:

<https://www.torontomu.ca/university-planning/>