

Open Board of Governors

Algoma University - Board of Governors

CC 201 - SSM Campus / Virtual

Nov 30, 2023 4:30 PM - 5:15 PM EST

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1.1. Acknowledgement of Traditional Territories

As per the first meeting of this cycle, a schedule has been created for Governors to provide personalized land acknowledgements: November 30, 2023 - Taylor, Shannon
January 25, 2024 - Nyaga, Dionisio February 10, 2024 - Sayers, Taylor (Board Retreat)
March 27, 2024 - Batra, Arjun April 25, 2024 - Bruno, Cecilia June 20, 2024 - Battisti, Rob

1.2. Chair's Opening Remarks

1.3. Declarations of Conflicts of Interest

2. CONSENT AGENDA

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5. BUSINESS ARISING - N/A

6. ITEMS FOR DECISION / DISCUSSION

6.1. Chair and Vice-Chair Succession

RESOLUTION: Whereas the appointment of Mike Moraca as Chair of the Board for the 2023/2024 Board cycle was made contingent upon the Provincial Government

extending the terms of board members by July 1, 2023 to permit his term as Chair to be completed; And whereas the necessary changes to the Algoma Act did not occur prior to July 1, 2023 but legislation (Bill 139) has been introduced to amend the Algoma Act to permit an extension of a board chair's term for up to two additional years past the six year limit with approval expected by the end of 2023; And whereas in keeping with the Board's bylaws which authorize the Vice-Chair to act as Chair in the absence of the Chair, the current Vice-Chair has, with the consent of the Board been acting as Chair since July 1, 2023 And whereas it is desirous to formally record that the Chair position has been filled in a temporary position since July 1, 2023 and it is also desirous to formally elect a new Vice-Chair to serve in this capacity, Now therefore be it resolved as follows: That Elaine Pitcher be appointed as Acting Chair of the Board effective July 1, 2023 until January 25, 2024; That Kelli Ann Lemieux be appointed as Vice-Chair of the Board effective November 30, 2023 to June 30, 2023 or the Annual General Meeting whichever shall first occur.

6.2. Approval of Audited Statements of the Pension Plan.....52

MOTION : That the Board of Governors approve the June 30, 2023 Pension Plan Financial Statements.

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6.3. Gift Acceptance Policy.....69

MOTION : That the Board of Governors approve the revised Gift Acceptance Policy.

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7. NEW BUSINESS

7.1. Governor Resignation: Chief Hugh Stevenson

As per the notice circulated to the Board, External Governor, Chief Hugh Stevenson resigned from the Board as of November 1, 2023.

8. INFORMATION ITEMS

8.1. Giving Tuesday (November 28, 2023) Update

Gentle reminder to give if you have not already done so.
<https://algomau.ca/giving/giving-tuesday/>

9. MOVE INTO CLOSED SESSION

MOTION : That Board of Governors move into the Closed Session.

10. Break Between Open and Closed Sessions

All guests and members of the media will be excused. Any questions can be referred to Erin Morrison, Director of Strategic Marketing and Communications, via email at erin.morrison@algomau.ca.

11. Dinner

Governors in person for the Board meeting will have dinner between the Open and Closed Sessions. It is anticipated that the Closed Session will start at 5:50pm.



Open Board of Governors

Algoma University - Board of Governors
Nov 30, 2023 at 4:30 PM - 5:15 PM EST
CC 201 - SSM Campus / Virtual

Agenda

1. OPEN SESSION - CALL TO ORDER

4:30 PM

Presenter: Elaine Pitcher

1.1. Acknowledgement of Traditional Territories

Presenter: Shannon Taylor

As per the first meeting of this cycle, a schedule has been created for Governors to provide personalize land acknowledgements:

- November 30, 2023 - Taylor, Shannon
- January 25, 2024 - Nyaga, Dionisio
- February 10, 2024 - Sayers, Taylor (Board Retreat)
- March 27, 2024 - Batra, Arjun
- April 25, 2024 - Bruno, Cecilia
- June 20, 2024 - Battisti, Rob

1.2. Chair's Opening Remarks

Presenter: Elaine Pitcher

1.3. Declarations of Conflicts of Interest

Presenter: Elaine Pitcher

2. CONSENT AGENDA

4:35 PM

Presenter: Elaine Pitcher

MOTION: That all items listed under the 'Consent Agenda' be approved as recommended.

2.1. OPEN Agenda for Board Meeting

2.2. OPEN Minutes for Previous Meeting

3. REPORT FROM THE PRESIDENT

4:36 PM

Presenter: Asima Vezina

4. PRESENTATIONS

4.1. Researcher of the Month: Dr. Sheila Gruner

4:46 PM

Presenter: Dr. Sheila Gruner, Chair of the Faculty of Cross Cultural Studies

4.2. Annual Sexual Violence Report

4:56 PM

Presenter: Yves Deschenes, Director, People & Culture

5. BUSINESS ARISING - N/A

6. ITEMS FOR DECISION / DISCUSSION

6.1. Chair and Vice-Chair Succession

5:01 PM

Presenters: Paul Quesnele, Elaine Pitcher

RESOLUTION:

Whereas the appointment of Mike Moraca as Chair of the Board for the 2023/2024 Board cycle was made contingent upon the Provincial Government extending the terms of board members by July 1, 2023 to permit his term as Chair to be completed;

And whereas the necessary changes to the Algoma Act did not occur prior to July 1, 2023 but legislation (Bill 139) has been introduced to amend the Algoma Act to permit an extension of a board chair's term for up to two additional years past the six year limit with approval expected by the end of 2023;

And whereas in keeping with the Board's bylaws which authorize the Vice-Chair to act as Chair in the absence of the Chair, the current Vice-Chair has, with the consent of the Board been acting as Chair since July 1, 2023

And whereas it is desirous to formally record that the Chair position has been filled in a temporary position since July 1, 2023 and it is also desirous to formally elect a new Vice-Chair to serve in this capacity,

Now therefore be it resolved as follows:

1. That Elaine Pitcher be appointed as Acting Chair of the Board effective July 1, 2023 until January 25, 2024;
2. That Kelli Ann Lemieux be appointed as Vice-Chair of the Board effective November 30, 2023 to June 30, 2023 or the Annual General Meeting whichever shall first occur.

6.2. Approval of Audited Statements of the Pension Plan

5:06 PM

Presenter: Kramer Rousseau

MOTION: That the Board of Governors approve the June 30, 2023 Pension Plan Financial Statements.

6.3. Gift Acceptance Policy

5:11 PM

Presenter: Colin Wilson, Director of Strategic Advancement

MOTION: That the Board of Governors approve the revised Gift Acceptance Policy.

7. NEW BUSINESS

7.1. Governor Resignation: Chief Hugh Stevenson

5:16 PM

Presenter: Elaine Pitcher

As per the notice circulated to the Board, External Governor, Chief Hugh Stevenson resigned from the Board as of November 1, 2023.

8. INFORMATION ITEMS

8.1. Giving Tuesday (November 28, 2023) Update

Gentle reminder to give if you have not already done so.

<https://algomau.ca/giving/giving-tuesday/>

9. MOVE INTO CLOSED SESSION

5:19 PM

Presenter: Elaine Pitcher

MOTION: That Board of Governors move into the Closed Session.

10. Break Between Open and Closed Sessions

All guests and members of the media will be excused. Any questions can be referred to Erin Morrison, Director of Strategic Marketing and Communications, via email at erin.morrison@algomau.ca.

11. Dinner

Governors in person for the Board meeting will have dinner between the Open and Closed Sessions. It is anticipated that the Closed Session will start at 5:50pm.



Open Board of Governors Minutes

Algoma University - Board of Governors

Sep 28, 2023 at 4:30 PM EDT

@ CC 201 - SSM Campus / Virtual

Attendance

Present:

Members: Arjun Batra (remote), Cecilia Bruno, Paul Dupuis, Sonja Kosuta (remote), Kelli-Ann Lemieux (remote), Rose Linklater, Dionisio Nyaga (remote), Jake Pastore (remote), Elaine Pitcher, Paul Quesnele, Taylor Sayers, Shannon Taylor, Mario Turco (remote), Asima Vezina, Isaac Withers

Guests: Shannon Brooks (remote), Craig Fowler, Kramer Rousseau, Emcie Serrano

Absent:

Members: Robert Battisti, Hugh Stevenson

Guests: Michele Piercey-Normore, Mary Wabano-McKay

Member Regrets Received in Advance: Robert Battisti

1. CLOSED SESSION: 4:20pm - 4:30pm
2. CALL TO ORDER - MEMBERS' MEETING (Presenters: Elaine Pitcher)

The Vice-Chair acted in the role of chair for the meeting and called the Member's Meeting to order at 4:30pm.

- 2.1. Student Member of the Board (Presenters: Elaine Pitcher)

The meeting chair provided an overview of the nomination and invited I. Withers to briefly introduce himself.

Motion:

That the Board of Governors elect Isaac Withers as a Student Member of the Board from the Algoma University Students Union from September 28, 2023 to June 30, 2024.

Motion moved by Shannon Taylor and motion seconded by Paul Dupuis. Carried.

- 2.2. TERMINATION (Presenters: Elaine Pitcher)

Motion:

That the members' meeting be terminated.

Motion moved by Isaac Withers and motion seconded by Asima Vezina. Carried.

3. CALL TO ORDER - OPEN SESSION (Presenters: Elaine Pitcher)

The meeting was called to order at 4:35pm.

3.1. Acknowledgement of Traditional Territories

The Vice-Chair called upon the President to provide a personalized land acknowledgement. As part of the acknowledgement, A. Vezina shared a recent conversation with a Faculty Chair regarding the inherent responsibility the university has to engage the Calls to Action. She shared the university had installed a teepee at the Brampton campus for National Day for Truth and Reconciliation and discussed the significance of such. The Vice-Chair then advised the board members that a schedule would be created wherein all governors would rotate to provide their own personalized land acknowledgements.

3.2. Chair's Opening Remarks (Presenters: Elaine Pitcher)

The Vice-Chair provided opening remarks and advised that as per the bylaws, in the absence of the Chair, the Vice-Chair shall chair meetings.

3.2.1. Moment of Silence for Alumnus Orrette Robinson "Robbie" (Presenters: Asima Vezina)

The Vice-Chair asked the the President to speak to the loss of Alumnus Orrette Robinson who passed away in September 2023. The Board held a moment of silence in his remembrance.

3.3. Declarations of Conflicts of Interest

None declared.

4. CONSENT AGENDA (Presenters: Elaine Pitcher)

Motion:

That all items listed under the 'Consent Agenda' be approved as recommended.

Motion moved by Rose Linklater and motion seconded by Shannon Taylor.
Carried.

4.1. OPEN Agenda for Board Meeting

4.2. OPEN Minutes for Previous Meeting

5. REPORT FROM THE PRESIDENT (Presenters: Asima Vezina)

The President provided an overview of some of the highlights from the September 2023 President's Report, noting the official launch of the Algoma University Strategic Plan 2023-2026.

The Board discussed the LEAP Program for grade 11-12 students in Brampton as part of a partnership with the Peel and Dufferin Peel District School Boards; further questions focused on opportunities for further relationship development within communities near the campus locations.

5.1. Algoma University Strategic Plan 2023-2026

The Vice-Chair suggested that Board members keep their copy of the new Strategic Plan nearby for upcoming meetings.

6. PRESENTATIONS - N/A

7. BUSINESS ARISING - N/A

C. Bruno joined the meeting at 4:50pm.

8. ITEMS FOR DECISION / DISCUSSION

8.1. Financial Performance: Draft Audited 2022-23 Financial Statements (Presenters: Shannon Brooks, Kramer Rousseau)

K. Rousseau provided an overview of the Draft Financial Statements for the year ended April 30, 2023, advising that the external auditor, KPMG, provided a clean audit opinion. He provided an overview of the statements as well as the favourable standing (green) for the university in all financial health indicators. The Board expressed their congratulations to the university with respect to the results of the statements. The Vice-Chair and S. Brooks recognized K. Rousseau and his team for their diligent efforts in completing the audit. The President spoke to the transformation of the university and thanked the Board for their decision making that has contributed to the favourable results.

Motion:

That the Board of Governors approves the Draft Financial Statements for the year ended April 30, 2023 as recommended by the Risk and Finance Committee.

Motion moved by Paul Dupuis and motion seconded by Sonja Kosuta. Carried.

9. NEW BUSINESS

9.1. Departing Governors (Presenters: Elaine Pitcher)

The Vice-Chair acknowledged departing Governor, Melanie Borowicz-Sibenik, for her service during her 3-year term as OIC Appointed Member and expressed gratitude for her contributions.

10. INFORMATION ITEMS

10.1. National Day for Truth and Reconciliation (Orange Shirt Day)

The Vice-Chair encouraged all Board members to take part in recognizing the National Day for Truth and Reconciliation. The President advised of the numerous activities on all three campuses.

11. MOVE INTO CLOSED SESSION (Presenters: Elaine Pitcher)

Motion:

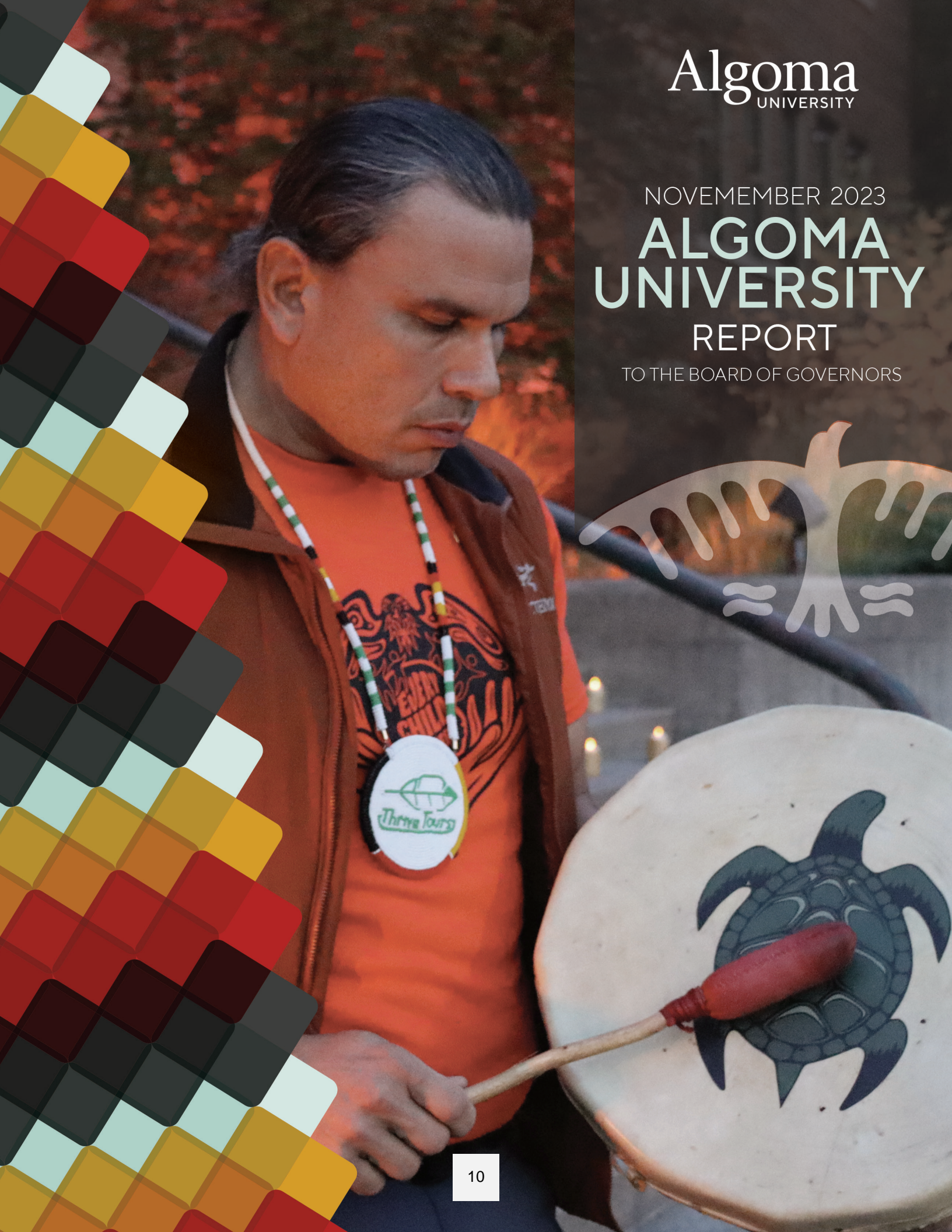
That Board of Governors move into the Closed Session.

Motion moved by Isaac Withers and motion seconded by Asima Vezina. Carried.

NOVEMBER 2023

ALGOMA UNIVERSITY REPORT

TO THE BOARD OF GOVERNORS



THE PRESIDENT'S MESSAGE

At Algoma University, we are holding tight to things that make us special: small, intimate classes; rich cross-cultural experiences; and purpose-driven impact. As we move toward our newest vision — **leading meaningful change for generations to come** — let us come together collectively in the next three years to implement the new strategic plan and set the course for this next stage of Algoma University's evolution.

With that in mind, this fall Algoma University's administration has had two major focuses. First, ensuring we are delivering strong and compassionate wraparound services to all students. And, second, continuous improvement in our programs and operations, so we can serve students and employees even better.

Our Algoma community has felt the repercussions of escalating global conflict and uncertainty. The diplomatic tensions between Canada and India have left many students, especially those from India or of Indian descent, feeling uneasy or even fearful. And the war between Israel and Hamas has caused immense heartache and unfathomable loss. There is much happening in our world and at home and I thank you for your love, kindness and understanding as we support each other as a community. I reflect on the seven grandfather teachings and how they serve to guide us in times of challenge and uncertainty and today I think of the many examples I have witnessed this fall of people demonstrating acts of bravery, wisdom and love. Algoma U is a special place.

While we see growing demand at the food pantry, we're confident in the responsible leadership and compassionate approach taken by the Algoma University Students' Union (AUSU). That's why, in celebration of Giving Tuesday, Nov. 28, **Algoma University is making a \$50,000 donation to AUSU. That will support the expansion of the Sault Ste. Marie food pantry operated by AUSU; and will support the creation of a new food pantry in Brampton**, created in partnership between AUSU and Algoma University.

We are committed to safe and affordable housing for students through residence-building projects. I have previously reported to the Board of Governors on the ongoing progress of the Brampton residence project, highlighting that the chosen proponent is in the midst of a redesign to incorporate some additional requirements. We have been preparing to submit a detailed report and seek approval from the Board to establish a new residence with a **capacity of roughly 500 beds**, all while maintaining an affordable price point for our students.

Our timeline projects that construction will begin in fall 2024, and the University's administration continues to proactively search for additional housing solutions, aiming to present our students with a spectrum of options.

In Sault Ste. Marie, we are anticipating proposals to expand our student housing capacity, **adding a minimum of 100 new beds on the Sault campus.**

“ There is no doubt students will still encounter financial emergencies. That's why Algoma University continues to administer an Emergency Relief Fund for students, which provides \$500 to students in crisis that need help to cover expenses like rent. ”



“We don’t just prepare students for the future. We prepare them to change it.”

Our student services department, in collaboration with our people and culture teams, are providing continuous access to counselling and wellness services in over a hundred languages. We also facilitate in-person counselling sessions at both the Brampton and Sault Ste. Marie campuses. This fall, our wellness team introduced group sessions, allowing students to express themselves in safe, moderated spaces. In partnership with AUSU and other stakeholders, we are committed to reaching out to students regularly to remind them where to turn for help.

In addition to supporting students’ wellness and wellbeing, Algoma University is committed to continuous improvement in programs and operations.

In the final months of 2023, we’ll move into the final phases of building our new **Student Information System, Colleague**. This new platform will give students and faculty more self-serve tools, more access to information, and a more user-friendly and service-oriented way to get what they need from the Registrar’s Office and other departments.

The University is making a significant investment in academic-driven initiatives through the Academic Strategic Initiative Fund. Faculties have been provided with guidelines for accessing over \$5.1 million to support capital and strategic planning investments, or work promoting the Special Mission and Calls to Action. Several proposals are underway and we look forward to seeing the outcome of these investments over time.

The University is continuing to invest in a record number of full-time tenure track positions and is supporting strong hiring processes to ensure high quality candidates are secured as we continue to support our faculties to onboard the tremendous talent we are recruiting in 2023.

We are among just six Canadian universities awarded new funding through the prestigious \$1.6 million 2024 **Canadian Queen Elizabeth II Scholarship program (QES)** which will support 133 students and faculty from across the country to travel globally with the aim of developing the next generation of innovative leaders and community builders. Algoma University’s winning project, titled “Building global leaders: Community-based experiences to advance decolonization and cross-cultural education,” will offer students (guided by faculty and academic departments) with work-integrated learning opportunities related to health, education, and social and economic development. Many faculty members have taken students on global experiences as a result of earlier funding and we look forward to continuing to support this important work across the University.

We have now launched our largest-ever **domestic recruitment** marketing campaign, appealing to future students in Northern Ontario and the Peel region. This sophisticated campaign will put Algoma university advertisements on connected television services, podcasts, social media, digital and physical posters inside high schools, on the side of buses, and on screens inside convenience stores, movie theatres and malls. It includes vehicles wrapped in Algoma’s brand swarming events like the Ontario Universities Fair, and digital ads





“As we improve our supports, services and programs, we’re also growing in our ability to proudly tell our Algoma University story.”

that will invite local students to our open house events. Our marketing and communications team will use sophisticated data and tracking systems to keep re-engaging the most interested potential students, and to provide detailed reports on how and where this campaign was the most successful. I look forward to being able to report that information to the Board of Governors in the months ahead.

In October, Algoma University made our [debut](#) in the **Maclean’s University Rankings** — an important milestone. While we take great pride in this substantial achievement, it also makes us hungry to climb the rankings. We are particularly honoured that Maclean’s has recognized Algoma University as the nation’s second-best public university in terms of scholarships and bursaries. Algoma University changes lives by providing access to university education. Many of our students will be the first in their families to attend university, and we know they won’t be the last.

In October, we also had a chance to connect with potential future Thunderbirds at the Ontario Universities Fair (OUF) in Toronto. The Council of Ontario Universities reported an attendance of 86,318 this year, marking a 10 per cent increase from the previous year. Algoma University’s booth was a stand-out, drawing in crowds with its impressive digital screen and a substantial team of well-informed and accessible faculty members, recruiters, academic advisors, and other staff members.



On Nov. 15, the Government of Ontario's Ministry of Colleges and Universities released the final report and recommendations of the independent Blue Ribbon Panel. I'm pleased to report that Algoma University is mentioned as a successful example of a university that Indigenous Institutions can look to for best practices as they scale. And, although not named, Algoma University is further described as an example of a public university supporting enrolment growth by supporting students, both domestic and international. The report also referenced our recruitment targets and future plans for a student residence. The report from the Blue Ribbon panel will hopefully act as a blueprint for the provincial government in moving forward with adequate funding in post-secondary. We continue to work hard on government advocacy and relations.

In addition, our leadership team has been watching closely any development in the Recognized Institutions framework, and executing a robust government relations strategy to ensure our position is well-represented in Ottawa. Our senior staff team has modeled various risk scenarios associated with political and diplomatic developments surrounding the Recognized Institutions Framework and feel confident that we remain in a strong and stable position.

I'd like to close by acknowledging two achievements.

In October, we celebrated our **first-ever fall convocation ceremony in Brampton**. I would like to extend my heartfelt thanks to everyone who played a role in making this event both successful and impactful, and congratulate our newest alumni.

The **Shingwauk Residential Schools Centre (SRSC)** at Algoma University has been honoured with the prestigious 2023 Ontario Museum Association (OMA) Award of Excellence in Exhibitions for the world-famous exhibit, Reclaiming Shingwauk Hall. This is the first major, permanent Residential School Survivor-driven exhibition in a former Residential School building. Reclaiming Shingwauk Hall presents the history of the Shingwauk Indian Industrial Residential Schools within the context of colonialism, truth telling and healing. It's a space built and curated by the Children of Shingwauk Alumni Association, Residential School Survivors and First Nations. Reclaiming Shingwauk Hall stands as a paradigm of Indigenous-led, decolonized historical practice, and Algoma University is honoured to facilitate and support this significant initiative.

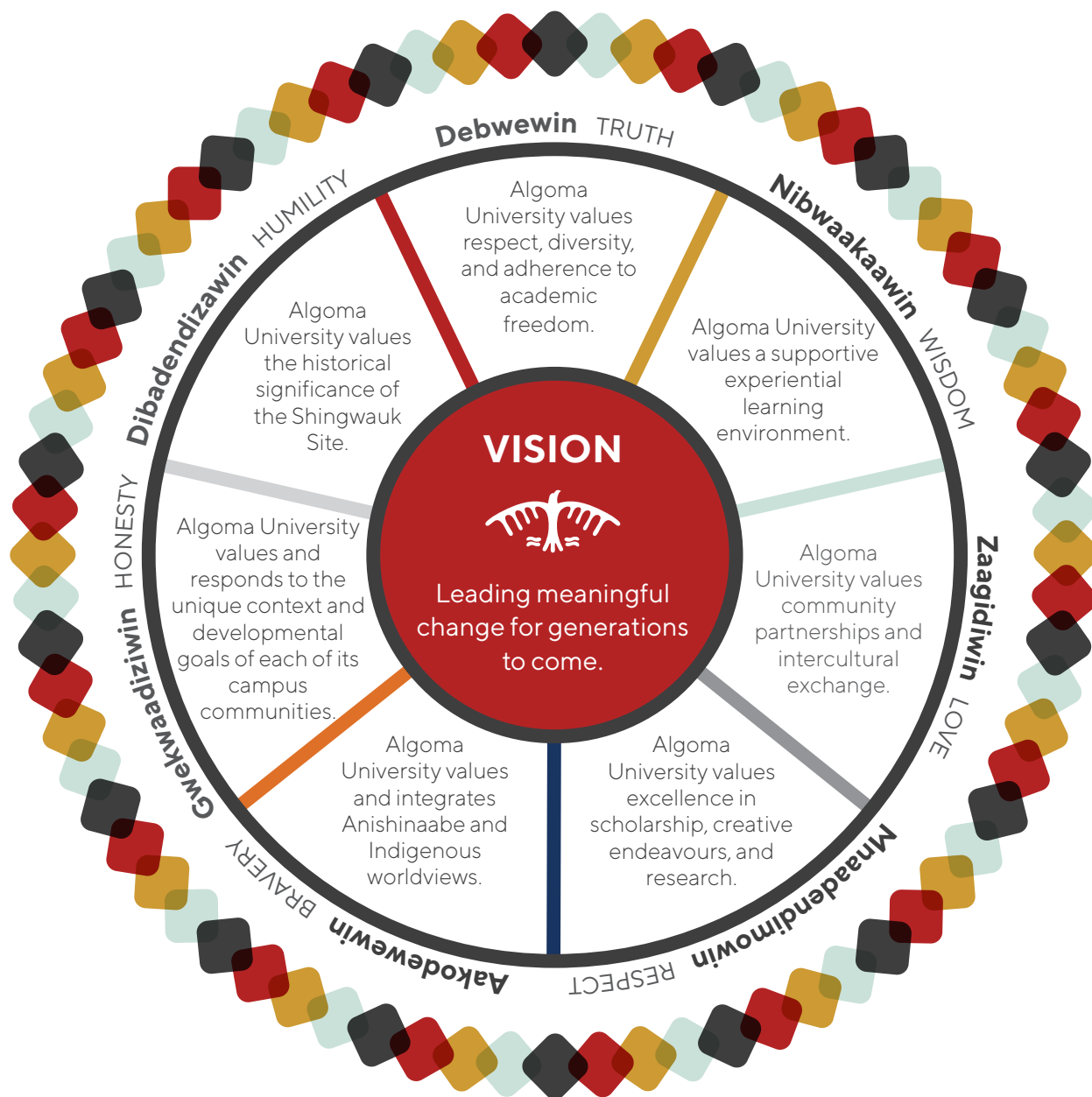
Our vision — **Leading Meaningful Change For Generations to Come** — means Algoma University develops future leaders. We educate and prepare them for brilliant careers. But we don't just prepare students for the future. We prepare them to change it. The impact Algoma U is already having on Brampton, Sault Ste. Marie, Timmins and many other communities — and the impact our graduates will go on to have on the world — is what continues to drive me, and so many others in our Algoma family.

Thank you, merci and chi-miigwetch for all you do for Algoma University.



Asima Vezina
President and Vice-Chancellor
Algoma University







VISION AND VALUES

Algoma University Act, 2008 S.O. 2008, C. 13.

The objects of the University are the pursuit of learning through scholarship, teaching, and research within a spirit of free enquiry and expression.

SPECIAL MISSION

It is the special mission of the University to,

- a) Be a teaching-oriented university that provides programs in liberal arts and science and professional programs, primarily at the undergraduate level, with a particular focus on the needs of Northern Ontario, and
- b) Cultivate cross-cultural learning between Aboriginal communities and other communities, in keeping with the history of Algoma University and its geographic site.

VISION

Leading meaningful change for generations to come.

VALUES

- Algoma University values respect, diversity, and adherence to academic freedom.
- Algoma University values and responds to the unique context and developmental goals of each of its campus communities.
- Algoma University values the historical significance of the Shingwauk Site.
- Algoma University values a supportive experiential learning environment.
- Algoma University values community partnerships and intercultural exchange.
- Algoma University values excellence in scholarship, creative endeavours, and research.
- Algoma University values and integrates Anishinaabe and Indigenous worldviews.

The Seven Grandfather Teachings are commonly shared guiding principles of the Anishinaabe:

Nibwaakaawin (wisdom)
Zaagidiwin (love)
Mnaadendimowin (respect)
Aakodewewin (bravery)
Gwekwaadiziwin (honesty)
Dibadendizawin (humility)
Debwewin (truth)





PRIORITY 1

Transformative, Cross-Cultural Learning in a Quality University Experience

2022-23 KEY METRICS/AREAS OF FOCUS

- » Cultivate excellence through cross-cultural, equitable and engaging teaching, learning and research environments for all students.
- » Develop compelling, future-focused programs and areas of research that are:
 - responsive to the interests of students and communities,
 - community
 - integrated; and
 - interdisciplinary
- » Foster and simplify means for connecting community and university partners.

WHAT WE'VE ACCOMPLISHED

- Algoma University has been awarded a prestigious 2024 [Canadian Queen Elizabeth II Scholarship program \(QES\)](#). The scholarship will support students from across the country to travel globally with the aim of developing the next generation of innovative leaders and community builders. Algoma University's winning project, titled "Building global leaders: Community-based experiences to advance decolonization and cross-cultural education," will offer students work-integrated learning opportunities related to health, education, and social and economic development.
- Dr. Dionisio Nyaga has edited *Making research Black and strange. Why does history matter in the current disappearing world*. From Brill Publishing.
- Algoma faculty members Dr. Dawn Onishenko, Dr. Dinoisio Nyaga, Dr. Rose Ann Torres along with Dr. Chris Doran have published *Critical Reflexive Research Methodologies: Interdisciplinary Approach* which includes "Ethics of Doing Research in the Indigenous Community" by Rose Ann Torres. From Brill Publishing.
- An October 2023 report from American powerhouse Stanford University has included Algoma University's Dean, Faculty of Humanities, Dr. Alean Al-Krenawi, among the world's top two per cent of scientists.
- Algoma University Musicians in Residence, the Duo Turgeon, performed with the Comedics and Algoma Music Program third year music major Brandon Ruch on Oct. 29 in a special concert at the Algoma Conservatory Loft to raise funds for ARCH Hospice. This successful event was sponsored by KPMG and attracted a sold-out crowd of supporters. The Duo Turgeon also performed the world premiere of "ZHINGWAAK" by Barbara Assignaak in November at the Jane Mallett Theater in Toronto as part of Music Toronto's 2023-2024 season.
- Algoma Associate Professor Andrea Pinheiro had a piece in the group exhibition "As Above, So Below", coordinated by Ecoartspace and curated by Toby Jurovics for FOMA Gallery in Santa Fe, New Mexico.



- Three groups of students travelled with faculty to the UK, Spain, and Belgium to participate in short-term faculty-led international learning experiences funded by the Global Skills Opportunity Fund. In the UK, students completed a second year course on Shakespeare in Shakespeare's hometown. In Spain, students met with their student counterparts to study Sociology. In Belgium, students worked with students and faculty at Thomas More University of Applied Sciences to complete a research project under the direction of Dr. Nirosha Murugan
- Our Career and Experiential Learning team held an Algoma U 2030: Shape the Future event. This for-credit project-based experiential learning opportunity included conversations centred around urban and modern spaces, embracing diversity, cultivating talent, pushing the boundaries as to what the campus can be to a community and ensuring that the campus is a welcoming space for everyone in the community. The CityStudio partnership about Posters from the Future means we work collectively with the local businesses to envision a future of what Sault Ste. Marie could look like in 10 years. This helps students and the community collaborate on the "what could be" as we work together.
- As of October, our CareerLink certificate is now accessible to all students via the Devant System. This system is instrumental in preparing international students for successful careers in Canada, aiding in resume building, offering AI-driven interview preparation, and now, facilitating the acquisition of the CareerLink certificate. The latter is a modular course meticulously designed for career preparation.
- In our continuous pursuit of innovation and improvement, we are launching the Outcome Campus Connect – a state-of-the-art Career and Experiential Learning software. This software integrates with all our student systems, paving the way for a modernized approach to job postings, tracking experiential education, and facilitating university-wide information sharing about employers, industry partners, and students' curricular and co-curricular experiences. We are in the process of bringing on specialized assistance to have this launched in early 2024.
- We continue to hold on to our ability to offer intimate learning environments. Our average class size for fourth-year courses is just 14 students; for third-year courses it's 25 students, for second-year courses classes average 33 students; and for first-year courses the average class size is now 46 students.

WHAT'S NEXT

- The Learners Early Access Program (LEAP), in partnership with the Peel District School Board and Dufferin-Peel Catholic District School Board, will welcome 75 students in January. LEAP gives Grade 11 and 12 students an opportunity to spend a semester at Algoma University, taking a University course in addition to high school courses. The program focuses on students from historically underrepresented groups, including Indigenous students and Black students – showing them that they belong, and can thrive, at university. We look forward to reporting very encouraging metrics shortly on how many LEAP students have already applied to study at Algoma University in fall 2024.
- This fall we will host virtual literary events to explore three CBC Canada Reads books of 2023 titles, welcoming distinguished authors to lead the conversation. The project is led by Dr. Alice Ridout. This is a student-engaged project that's open to community, both in-person and virtual.





PRIORITY 2

Learn From, In and With Community

2022-23 KEY METRICS/AREAS OF FOCUS

- » Grow and nurture strong and responsible relationships locally and globally based on the foundational values of respect, reciprocity, and relationality.
- » Integrate and welcome diverse worldviews and cross-cultural perspectives into all aspects and areas of the university.
- » Enhance effective communication and connectivity across campuses.
- » Advance Indigenization and cross-cultural learning, within the spirit of our Special Mission.

WHAT WE'VE ACCOMPLISHED

- In October, we brought together staff and faculty leaders for an Algoma University Future State session, visioning actionable paths forward on our new Strategic Plan.
- We launched Gabegendaadowin training in Brampton, following a successful launch in Sault Ste. Marie. Gabegendaadowin is a course that supports business and community leaders to in their journey of learning, respect and reconciliation with Indigenous peoples, so they can do the work of decolonizing in their own organizations.
- Our Faculty of Business and Economics organized a symposium titled The State of Indigenization and Decolonization in Canadian Business Schools at the 2023 Administrative Science Association of Canada conference at Toronto Metropolitan University. Our VP Nyaagaaniid, Mary Wabano-McKay, delivered the keynote address.
- We were pleased to see that, for the first-time, the Administrative Science Association of Canada recognized the need for Indigenizing business schools during their 2024 Conference. Our Faculty of Business and Economics is proud to have contributed significantly to this shift through our symposium, as well as through Algoma U presentations, participation in roundtables, and doggedly pursuing informal conversations on the need for change.
- Makwa Waakaa'igan was granted \$600,000 from the City of Sault Ste. Marie's economic development fund. This investment — passed unanimously by city council — shows the city's commitment and partnership in one of our largest projects.



- Algoma University leaders travelled across Colombia and Bolivia in support of our [Special Mission](#), our commitment to the United Nations Declaration on the Rights of Indigenous Peoples ([UNDRIP](#)), and the [Scarborough Charter](#). This delegation brought together multiple departments and offices at the university including members of the Faculty of Cross Cultural Studies, NORDIK Institute (Chair and Research Associate, Dr. Sheila Gruner, Project Coordinator, Kendall Mitchell), Makwa Waakaa'igan (Director, Joel Syrette), Office of Equity, Diversity and Inclusion (Manager, Jane Omollo), and the President's Office (President and Vice-Chancellor, Asima Vezina and the Director of Strategic Planning, David Marasco).
- Algoma University and the Institute of Peoples, Territories and Pedagogies for Peace (IPTP) signed a Memorandum of Understanding with the Special Jurisdiction for Peace (JEP), Magistrate Belkis Izquierdo related to exploring research and educational collaborations in the area of the rights of nature and ethnic communities, and territory as a victim of armed conflict.
- Algoma University and the Institute of Peoples, Territories and Pedagogies for Peace (IPTP) signed a Memorandum of Understanding with the Special Jurisdiction for Peace (JEP), Magistrate Belkis Izquierdo related to exploring research and educational collaborations in the area of the rights of nature and ethnic communities, and territory as a victim of armed conflict.
- Algoma University signed a Memorandum of Understanding with the Universidad de Ibagué.
- Algoma University signed a Memorandum of Understanding with the Universidad Nacional La Paz campus and visited an Arhuaca (Indigenous) community in la Sierra Nevada, setting out a vision and collaboration involving the community of Jimain, the IPTP, Algoma University and the National University of Colombia, La Paz campus.
- Our delegation to Bolivia met with the Vice President of Bolivia regarding the Indigenous tenets of “buen vivir” (good life) and Algoma University’s commitments to decolonized education.





- In October, Our Faculty of Business and Economics invited Kelly J. Lendsay, CEO and founder of Luminary and Indigenous Works, to deliver a speech. This speech explored how Luminary, Algoma University and the Faculty of Business and Economics can create programmatic approaches to solving challenges and growing a new Indigenous business innovation ecosystem. This included discussion on the need to indigenize master-level business programs in Canadian business schools.
- We have issued a request for proposals for the first phase of our major signage and wayfinding project – which will start with Algoma University’s buildings standing out in Brampton’s downtown, and continue on in subsequent phases to introduce a wayfinding system to all campuses that honours our historical context, Special Mission and unique character.

WHAT’S NEXT

- In December, the Anishinaabe Academic Resource Centre (AARC) on the Sault Ste. Marie campus will host a day land camp titled “Waawaaskonwe Niigaan,” which means “there is a light ahead. The AARC will welcome registration from Indigenous youth between the ages of 12 and 18.
- We’re in the process of making major improvements to our internal and public-facing directories, making it easier to identify and contact individual faculty and staff members.





PRIORITY 3

Share Our Stories: Past, Present and Future

2022-23 KEY METRICS/AREAS OF FOCUS

- » Celebrate and share Algoma University's impact.
- » Promote unity by articulating and representing the Special Mission in a way that resonates across campuses and in the communities we serve.
- » Execute a comprehensive student enrolment strategy to ensure the prosperity and creativity of the University into the future.

WHAT WE'VE ACCOMPLISHED

- Built and curated by the Children of Shingwauk Alumni Association, Residential School Survivors and First Nations, the Shingwauk Residential Schools Centre (SRSC) at Algoma University has been awarded the prestigious 2023 Ontario Museum Association (OMA) Award of Excellence in Exhibitions for the world-famous exhibit, Reclaiming Shingwauk Hall. Reclaiming Shingwauk Hall presents the history of the Shingwauk Indian Industrial Residential Schools within the context of colonialism, truth telling and healing. This exhibit is an example of Indigenous-led, decolonized historical practice.
- On this year's National Day for Truth and Reconciliation, we created space for respectful, educational and deeply moving events on all campuses, including Truth Walks and virtual Truth Walks, informative talks, film screenings and a candlelight vigil. Prior to Orange Shirt Day, a teepee was erected on our Brampton campus for the first time.
- We have held our first-ever fall convocation ceremony on the Brampton campus, and it was a joy-filled and successful event.
- This Fall, we're participating in the Aboriginal Post-Secondary Information Program (APSIP), visiting over 45 different schools and communities within Northern and Southern Ontario connecting with approximately 1,100 Indigenous students. We are currently in the process of hiring a First Nations, Métis and Inuit Enrolment Specialist to be based out of the Brampton campus. This will expand Algoma University's reach in Southern Ontario and allow it to build relationships with Indigenous communities surrounding the Brampton campus.
- Through the Spring and Fall terms, 117 First Nations-sponsored students enrolled, compared to only 74 over the same period last year. The agreements we are assigning, coupled with new recruitment strategies and highschool programming is expected to support further growth over the next decade.



- Algoma University took pride-of-place at the Ontario Universities Fair, where faculty and staff connected with thousands of potential future Thunderbirds and their families. Set up to mirror our newest classrooms, our booth drew crowds with a massive digital screen displaying a beautiful marketing montage.
- Enrolment has continued to grow steadily. Algoma University is on track to exceed its projected 2023-24 academic year enrolment. Notably, degree enrolment is significantly higher than projected, with domestic degree enrolment 18 per cent above last year's.
- We've been working hard to diversify international degree enrolment since 2021-22. In 2021-22 the University's non-Indian international degree enrolment was 258 full-time equivalent (FTE). In 2022/23 non-Indian enrolment grew to 457 FTE. This academic year non-Indian international degree enrolment is projected to be 950 FTE.
- This year, the University has seen significant enrolment growth from Nepal, Nigeria, Bangladesh, Sri Lanka, and Pakistan.
- In October we hired a Latin American in-market representative, based in Mexico City. They join our in-market representative in Southeast Asia. These positions are helping us further diversify our international student body.
- We've put our largest-ever domestic recruitment campaign into market. Algoma University is now on connected television, podcasts, social media, digital and physical posters inside high schools, on the side of busses, on screens inside convenience stores, movie theaters and malls and more. Wrapped vehicles are swarming events like the Ontario Universities Fair.
- We held our largest-ever John R. Rhodes scholarship dinner, raising more than \$60,000 in support of students.



WHAT'S NEXT

- We're watching closely the development of the federal government's proposed Recognized Institutions Framework, and executing a robust government relations strategy to ensure our position is well-represented in Ottawa.
- We're recruiting in-market representatives in Pakistan and Nigeria to help further diversify our international student body.
- Over the winter, we'll break down the success of our recruitment marketing campaign and provide detailed reports on how and where this campaign worked.





PRIORITY 4

Continue to Build Inclusive and Inspiring Teaching, Learning, and Working Environments

2022-23 KEY METRICS/AREAS OF FOCUS

- » Invest in and refine our systems and processes to support growth and prioritize
 - intimate and personal learning experiences,
 - cross-cultural leadership; and
 - purpose-driven impact
- » Implement the Algoma University Equity Diversity and Inclusion (EDI) Strategy and Action Plan.
- » Develop and implement a robust people and recruitment strategy with a focus on equity, diversity and inclusion.
- » Continue to invest in student-centric infrastructure that provides supports for all learners

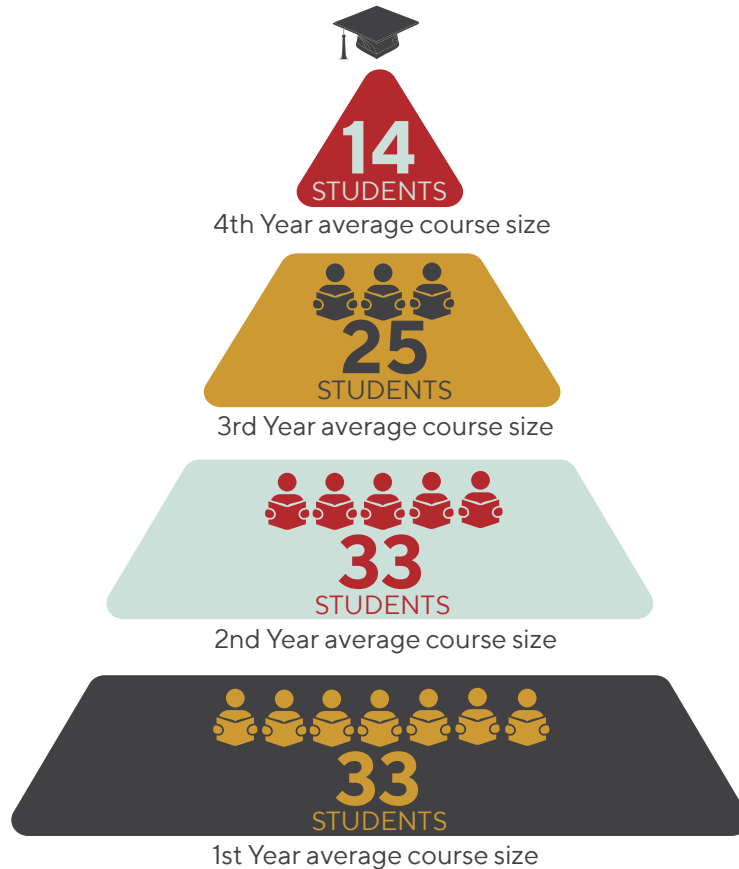
WHAT WE'VE ACCOMPLISHED

- As we grow, we continue to hold tight to our ability to offer unique, intimate learning environments. Our average class size for fourth-year courses is just 14 students; for third-year courses it's 25 students, for second-year courses classes average 33 students; and for first-year courses the average class size is now 46 students.
- The EDI strategy and action plan are complete and will be launched and socialized over the upcoming months.
- We've completed a successful request for proposals for a new residence in Brampton, and will soon be adding as many as 500 student residence beds.
- We're looking forward to announcing more about residence space build projects on both the Brampton and Sault Ste. Marie campuses shortly.
- In celebration of Giving Tuesday, throughout November we campaigned in support of food security, particularly student hunger. To kick off the campaign, Algoma University donated \$50,000 to AUSU, and set a target to raise tens of thousands more. Our student food-sovereignty efforts are student-led, with AUSU taking the lead. From running the Sault Ste. Marie food pantry to operating the cafeteria, AUSU is working to make sure students have a place to turn to for healthy food that reflects the ethnic diversity of our Algoma University community.
- We're thrilled that SASA has donated \$20,000 to AUSU as a part of our Giving Tuesday campaign.
- We've launched a call centre, ensuring students and community members can get in touch with us.
- We've completed work on a space-usage plan for the Sault Ste. Marie campus.



ALGOMA UNIVERSITY

AVERAGE COURSE CLASS SIZE



WHAT'S NEXT

- The Equity, Diversity and Inclusion (EDI) team will launch new video-based equity training for all staff and faculty.
- In part through our Giving Tuesday donation, we're working with AUSU to expand the food pantry on the Sault Ste. Marie campus.
- In the New Year, a food pantry will be unveiled on our Brampton campus. It will be run through a partnership between AUSU and Algoma University.
- We're moving forward on implementing our new Student Information System, which will allow better access to information and more self-serve options for students and faculty.
- We've registered a third cohort of leaders in the Ivey leadership training program.





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Algoma
UNIVERSITY

Global Decolonial Education Initiative

Open Agenda: 30 - 11- 2023

PURPOSE:

PREPARED BY:

Dr. Sheila Gruner

☐ Approval

☐ Discussion

☒ Information

1.0 ACTION

This report is for information only.

2.0 EXECUTIVE SUMMARY

Members of the Algoma University (AU) community traveled to Colombia and Bolivia from October 1 - October 9th, 2023 as part of the AU Academic, Decolonial and Inter-Cultural Delegation which served

to advance Algoma's global commitment to decolonial, Indigenous and intercultural education, building on content set out in the AU Special Mission, AU EDI strategic commitments, the Truth and Reconciliation Calls to Action and the Scarborough Charter.

This report contains highlights of that report and details of the Global Decolonial Education Initiative.

3.0 ALIGNMENT WITH UNIVERSITY STRATEGY

This item is aligned with the following Strategic Direction(s) from the [2023-2026 Strategic Plan](#):

#1: Lead Transformative, Cross Cultural Learning in a Quality University Experience ▾

The global Decolonizing Intercultural Education Initiative brings together multiple partners in Canada, Colombia, Bolivia (Ghana and South Africa), to collaborate in research, academic and environmental and peace-building efforts, in the framework of a significant transformative educational experiences for students, staff and faculty - as well as communities, organizations and individuals local to Algoma University's campuses.

The effort involves the establishment of the global Institute of Peoples, Territories and Pedagogies for Peace (IPTP), that centres on three lines of action (education, peace-building and grassroots/environmental governance and diplomacy), that places Algoma University in significant/high level global conversations and spaces that provide opportunities for student placements, faculty research, and the involvement of AU in major international processes.

#4: Continue to Build Inclusive and Inspiring Teaching, Learning, and Working Environments ▾

A special emphasis is placed on historically excluded, under-represented perspectives including First Nation/Indigenous and African/Afrodiasporic communities, women and youth, in curriculum development, research and educational opportunities.

This initiative directly supports Algoma University's Special Mission (in particular to support cross-cultural education and to advance the recommendations of the Truth and Reconciliation Commission) as well as I-EDI commitments in Canada and globally.

4.0 ANALYSIS

Not applicable.

5.0 RISK IMPLICATIONS

No risk implications.

6.0 FINANCIAL IMPLICATIONS

There are no financial implications.

7.0 COMMUNICATIONS STRATEGY (*OPTIONAL*)

There is no required communications strategy.

8.0 ATTACHMENTS

[Presentation](#)

[Press Release](#)

Global Decolonial Education Initiative

Presented by: Dr. Sheila Gruner

November 30, 2023

Overview

1. Global Decolonizing Intercultural Education overview
2. International Institute of Peoples, Territories and Pedagogies for Peace
3. Peoples' Diplomacy /Decolonizing Education
4. Global Partnerships and Looking Ahead



Global Initiative in Decolonizing, Peace-Centred, Cross- Cultural Research and Education

Global Initiative in Decolonizing, Peace-Centred and Cross Cultural Research and Education

- Algoma University Academic Programming, Special Mission and Strategic Plan
 - Faculty of Cross-Cultural Studies (FCCS)
 - Makwa Waakaa'igan
 - NORDIK Institute
- Collaborative, interdisciplinary, community-centred approaches to research, teaching and learning
- Decolonizing western approaches to development and education
- Graduate programming global environmental governance
- Academic, community partnerships, Indigenous/Black Afro Diasporic ethno-territorial and decolonial perspectives



Institute of Peoples Territories and Pedagogies for Peace

Institute of Peoples, Territories and Pedagogies for Peace

- Board of Directors (Council of Elders and Experts)
- Operational team including contract staff
- Three lines of action: decolonial education; peoples diplomacy; environmental and intercultural peace-building
- 14+ Partnerships: Academic - universities and research institutes; Organizational - Indigenous, Black-Afro Diasporic; State/ International human rights/foundations, diplomatic sector - embassies, and ministries (education, environmental and foreign affairs), Special Jurisdiction for Peace



Peoples' Diplomacy and Decolonizing Education

Peoples' Diplomacy and Decolonizing Education

- Algoma University in global high level spaces
- Colombian Peace Process, Truth Commission, Bolivia (Vice Presidential office), Embassies, Historical Reparations and Latin American studies associations
- Mino Biimadiiziwin, Buen Vivir, Sumak Kawsay, Ubuntu, Good Life
- People's Diplomacy, environmental governance and education
 - Culture, territory and self-determination: mutual recognition
 - Local economies
 - Decolonial education: knowledge exchange and grassroots meanings/priorities for learning
 - Academic and Diplomatic sectors (universities, embassies, governments, and grassroots leadership)



Global partnerships and Looking Ahead

Global Partnerships and Looking Ahead

Year 1-2

- Triangulation: Canada, Colombia, Bolivia

Year 2-5

- Ghana, South Africa

Planning and projection 2022-2027

- ITPP + Algoma U global vision
- Student/faculty mobility
- Grad programming
- Language learning
- Decolonial, EDI, intercultural Research and knowledge exchange





Global Decolonial Education Initiative

Dr. Sh 40 Gruner
November 30, 2023

Developing Partnerships in Colombia and Bolivia *Algoma University Academic and Inter-Cultural Delegation*



October 1st - October 9th, members of the AU community traveled to Colombia and Bolivia as part of the [Algoma University Academic, Decolonial and Inter-Cultural Delegation](#) which served to advance Algoma's global commitment to decolonial, Indigenous and intercultural education, building on content set out in the AU Special Mission, AU EDI strategic commitments, the Truth and Reconciliation Calls to Action and the Scarborough Charter. This delegation brought together multiple departments and offices at the university including members of the Faculty of Cross Cultural Studies, NORDIK Institute (Chair and Research Associate, Dr. Sheila Gruner, Project Coordinator, Kendall Mitchell), Makwa Waakaa'igan (Director, Joel Syrette), Office of Equity, Diversity and Inclusion (Manager, Jane Omollo), and the President's Office (President and Vice-Chancellor, Asima Vezina and the Director of Strategic Planning, David Marasco). The delegation was also joined by Arhuaca Indigenous leader and Colombian Ambassador to Bolivia, Elizabeth Garcia; Embera leader, and Indigenous Peace Negotiator for the Colombian Governmental Team (Government-ELN peace talks) Dayana Domico; Clemencia Carabali, Afro-Colombian community leader and former advisor to the President of Colombia on Gender and Equity; and Saul Mindiola, Indigenous Arhuaca community leader and mayoral candidate. The Delegation was also accompanied at various virtual meetings by Vice President Niiyaagaaniid Anishinabe Initiatives, Equity and Student Success Mary Wabano-McKay and Former Chief of Batchewana First Nation, Dean Sayers.

This initiative builds on many years of work led by Dr. Sheila Gruner, involving multiple longstanding and new grassroots and institutional partnerships and efforts, which has led to the establishment of the global Institute of Peoples, Territories and Pedagogies for Peace (IPTP). The IPTP involves alliances involving Indigenous and Afro-descendant communities and

representative organizations, universities, human rights and environmental organizations, education and diplomatic sectors, to strengthen the political and territorial self-determination of Indigenous and Afro-descendant peoples, supporting integral approaches to environmental governance, decolonial education and peace-building across cultural and geographical diversities.

The delegation began in a ceremonial space led by Indigenous and Afro-Colombian Elders and knowledge holders, and involved events that took place over the course of 9 days in Colombia and Bolivia within a framework of the triangulation of “grassroots peoples diplomacy”. Various agreements were signed publicly that will advance Algoma University’s global commitments to decolonizing, Indigenous and Inter-Cultural education, Indigenous and Afrodiasporic partnerships while creating new opportunities for faculty, staff and student mobility, placement opportunities, research and educational programming, including the projection of graduate level programming. Efforts involving “diplomacy between peoples” resulted in a commitment to develop a [Mandate for Buen Vivir / Mino-Bimaadiziwin](#) involving educational efforts and grassroots leadership in Canada, Colombia, and Bolivia.

For a full list of key events and signings that took place during the delegation, please see below.

Monday, October 2nd:

- The delegation attended the launch of the Institute of Peoples, Territories and Pedagogies for Peace (IPTP), followed by a conference co-hosted with the Ethnic Commission for Peace and Defense of Territorial Rights and the Universidad del Rosario that highlighted women's, Indigenous and Afro-Colombian perspectives on the current peace processes, ethnic autonomy and strategies to address the humanitarian crises that persist in ethnic territories
- Algoma University and the IPTP signed a Memorandum of Understanding with the Special Jurisdiction for Peace (JEP), Magistrate Belkis Izquierdo related to exploring research and educational collaborations in the area of the rights of nature and ethnic communities, and territory as a victim of the armed conflict
- In the evening the delegation was received at a formal reception by the Canadian Ambassador in the residence of the Canadian Embassy, that involved grassroots leaders, government officials, and ministry representatives including from the Colombian Ministries of Education, the Environment and Culture

Tuesday, October 3rd

- Algoma University signed Memorandum of Understanding with the Universidad de Ibagué ([link](#))
- Delegates met with the Black Communities Process (PCN) connecting Black and Indigenous approaches to learning, community organizing and ways of knowing. An agreement involving the PCN, Algoma and the IPTP was signed last year and includes

support for the autonomous Afro-Colombian university initiative, placement opportunities and the development of collaborative curriculum

- Meeting with the Ethnic Commission for Peace and Defense of Territorial Rights

Wednesday, October 4th

- Algoma University signed Memorandum of Understanding with the Universidad Nacional La Paz campus and visited an Arhuaca (indigenous) community in la Sierra Nevada, setting out a vision and collaboration involving the community of Jimain, the ITP, Algoma University and the National University of Colombia, La Paz campus.

Thursday, October 5th

- Algoma University met at the National University campus to set out next steps in and a follow up strategy
- Meeting at Copoazu, Amazonian Restaurant and Indigenous social enterprise in Bogotá, with partner Clemencia Herrera of the National Indigenous Organization of Colombia

Friday, October 6th

- Press conference is held at the Colombian Embassy in Bolivia in regards to Algoma Universities commitments ([link](#))
- Dinner and discussion with Vice President of Bolivia regarding the indigenous tenets of “buen vivir” (good life) and Algoma Universities commitments to decolonial education and developing partnerships with Bolivia

Saturday, October 6th

- Working groups involving Canadian, Colombian and Bolivian universities and political agencies about developing commitments to Buen Vivir, Ubuntu, Vivir Sabroso, and Mino Bimaadiziwin - Indigenous and African philosophical concepts underpinning approaches to life and earth-centred just development
- Algoma University, ITP and the Fund for the Development of the Indigenous Peoples of Latin America and the Caribbean (FILAC) signed of Memorandum of Understanding ([link](#))

“Education and grassroots relationship building and diplomacy hold great potential to orient learning from within an inclusive framework, led by Indigenous and Afro Diasporic peoples, women, rural peoples and others who wield millenia of experience in governing lands and waters sustainably. Grassroots movements have always taken a lead in the face of social, political and environmental injustices, who hold critically important lessons related to peace-building, surviving and persevering despite the violent impositions of colonial logics, interests and governments. What incredible possibilities for education and learning for societal



transformation underway across the continents, so important at this time when the world most needs to listen to voices historically silenced, in the face of ongoing war, trauma and the multiple intertwined social and environmental planetary crises facing this generation, and those generations to come, unless we make fundamental changes that centre peace, diversity and life.” - *Dr. Sheila Gruner, Chair, Faculty of Cross-Cultural Studies.*

Algoma University Sexual Violence Annual Report

OPEN Agenda: November 30, 2023

PURPOSE:

PREPARED BY:

☐ Approval

☐ Discussion

☒ Information

Yves Deschenes, Director People and Culture
Emilene Dumoulin, Manager, Student Wellbeing

1.0 ACTION

This document is presented to the Board for Approval as a requirement of the Sexual Violence and Harassment Action Plan Act of 2016.

2.0 EXECUTIVE SUMMARY

- 1) In 2016 the Ontario Government passed the Sexual Violence and Harassment Action Plan Act. Section 3 of the Act is specific to the institutions under the Ministry of Training, Colleges and University. Its intent is to make campuses safer spaces free from sexual violence.
- 2) Algoma developed its Sexual Violence Policy increasing its support to survivors of sexual violence by formalizing how it would address incidents as they arose.
- 3) As per the legislation, the University created a task force responsible for tackling the issue of sexual violence on campus.
- 4) In March 2019, additional reporting requirements were added to the legislation requiring an annual report on incidents of sexual violence be presented to the Board of publicly funded institutions and that the report be shared with the Ministry of Training Colleges and Universities and made available publicly on each institution's web site.

3.0 CURRENT SITUATION

1) Sexual Violence Task Force(SVTF) Activities:

In collaboration with the Algoma University Student Union, People and Culture Department and other committees/departments the task force hosted a number of events in 2022-2023:

- a) "Consent is Mandatory " Bingo was held at the beginning of each semester
- b) Week-long, International Women's Day celebrations were held on March 9, 2023 which included a panel discussion on cultural and societal differences for women and training on human trafficking , sexual harassment in the workplace and the topic of consent.
- c) Further learning was provided on the topic of human and sex trafficking through a special presentation from a survivor of sex trafficking.

2) Training Activities:

A number of training activities were offered to the community throughout the year to support the mandate of the Sexual Violence Task Force:

- a) Residence Assistants and Student Life Team members received training and educational sessions on the topics of wellness, responding to disclosures, understanding sexual and gender based violence, consent and community resources available to support survivors of sexual violence.
- b) The SVTF provided the annual employee session on "What to do if someone reports an incident of sexual violence to you"

- c) A virtual training session on Sexual Harassment in the Workplace for Students focused on new workers was held on March 7th, 2023.

3) **Awareness Focused Activities:**

Each term during student orientation a variety of topics are discussed to increase awareness across the student community of issues related to sexual violence.

- a) “Understanding Consent and Healthy Relationships” is presented by Algoma’s Sexual and Gender Based violence coordinator to underscore the importance of consent for all students.
- b) Bystander intervention training
- c) The University’s Sexual Violence website is maintained and updated as required on an ongoing basis
- d) In April the SVTF promotes awareness and education of issues related to sexual violence through a variety social media campaigns as part of Sexual Awareness Month.
- e) Consent cards were developed and distributed to students
- f) Algoma University implemented a Safe App which when loaded on a mobile device provides a number of resources such as wellness services, a blue light, sexual violence reporting information and emergency contacts.
- g) Consent workshops were held and distributed a number of resources such as safer sex kits, harm reduction kits.

4) **Free Feminine Hygiene Products**

All Algoma University washrooms now offer free menstrual products to those who need it.

4.0 REPORTING

The chart below reflects the number of incidents and complaints received by Algoma University from May 1, 2022 to April 30, 2023.

| Academic year | On Campus | Off Campus AU sanctioned activity | Off Campus Non-Sanctioned activity | Online |
|---------------|-----------|-----------------------------------|------------------------------------|--------|
| 2021-2022 | 5 | 0 | 0 | 0 |
| 2022-2023 | 1 | 0 | 1 | 1 |

SUPPORTS AND RESOURCES

Several mechanism of support and resources are available to survivors who report or have disclosed past experiences of sexual violence. The following were provided to students:

| Number of students | Resources |
|--------------------|--|
| 4 | Sexual and Gender Based Coordinator Services |
| 3 | On Campus Counseling Services |
| 1 | Report to Police Services |
| 0 | Referrals to medical services |
| Multiple | Safety Alarms distributed on SSM Campus |

5.0 ATTACHMENTS

2023 Sexual Violence Report



SEXUAL VIOLENCE PREVENTION ON CAMPUS



ANNUAL REPORT TO THE ALGOMA
UNIVERSITY BOARD OF GOVENORS

ACADEMIC YEAR 2022 - 2023



BACKGROUND

In 2016, the Ontario Government passed the [Sexual Violence and Harassment Action Plan Act](#). Section 3, specific to the Ministry of Training, Colleges and Universities Act's intent is to make campuses safer spaces through enforcement of a sexual violence policy, increasing supports to survivors of sexual violence and formalizing how institutions address incidents as they arise.

In March 2019, the Ontario Government announced additional action-based and reporting requirements for each publicly-assisted post-secondary institution. This includes the requirement that each post-secondary institution report annually to its Board of Governors on sexual violence and that this report would be publicly available. The government announcement also included a requirement that every publicly-assisted college and university in Ontario have a task force devoted to tackling sexual violence on campus be required to report its findings to both their respective Board of Governors as well as to the Ministry of Training, Colleges and Universities.

On March 1, 2022 additional language requirements were added to ensure those disclosing incidents of sexual violence are protected.

As per the Ministry requirement (Pursuant to Subsection 17(7.1) Ministry of Training, Colleges and Universities Act):

A Sexual Violence Annual Report be presented to the Board of Governors for each Academic Year on or before September of each calendar year. The Academic Year is defined as May 1 to April 30.

ALGOMA UNIVERSITY'S COMMITMENT

- respond to sexual violence as outlined in our [policy](#);
- for survivors to be believed, treated with compassion, dignity and respect and are supported
- ensuring survivors acting in good faith, would not be subject to actions for violations of the institution's policies related to drug and alcohol use at the time of the alleged sexual violence incident
- educating and training the University community
- working closely with Algoma University Student Union (AUSU) and Shingwauk Student Association (SASA) peer mentors on sexual violence prevention
- annual reporting

SEXUAL VIOLENCE TASK FORCE

The Sexual Violence Task Force (SVTF) is a University committee comprised of students and employees (faculty, staff, administration) who together make recommendations regarding the University's Policy on Sexual Violence and coordinates efforts regarding resources to prevent university sexual violence.

The committee works collaboratively towards effective change at the individual, institutional and cultural levels, with the goal of creating a safer campus environment for the Algoma University community.

The specific roles of the Committee are to:

- annually review and make recommendations, if necessary, concerning the Sexual Violence Policy
- make recommendations on existing programs, services, resources and protocol implementation
- make recommendations regarding training and educational initiatives, as well as promote and lead awareness programs
- improve communication and information-sharing among campus partners and allies
- provide a forum to discuss emerging issues and initiatives related to sexual violence

EVENTS

The SVTF, in collaboration with the student unions, People & Culture and other committees/departments on campus host several events each year. Some of these events include:

“Consent is Mandatory” Bingo at the beginning of each semester.

We celebrate International Women’s Day with a panel discussion, to help bring awareness to cultural and societal differences for women. This year’s event was virtual on March 9, 2023. As part of the week, we offered training on human trafficking, sexual harassment in the workplace, and consent.

We engaged the AU community in educating and learning about Human and Sex Trafficking Awareness. STORRY showcased her own experiences as a survivor of sex trafficking.

TRAINING

We provided training for Residence Assistants and the Student Life team, including education in wellness resources, responding to disclosures, understanding sexual and gender based violence, consent and community resources. This ensures that they can support students in residences and they have the proper supports for themselves as well.

Annually, we provide instruction to our employees on ‘What to do if someone reports an incident of sexual violence to you’.

On March 7 we hosted a virtual training session on Sexual Harassment in the Workplace for Students, with a focus on ‘new’ workers.

AWARENESS

At each term during student orientation, an “Understanding Consent and Healthy Relationships” presentation is done by our Sexual and Gender Based Violence Coordinator to ensure the importance of consent to all students.

We continue to review, update and promote our Sexual Violence Website as needed. The Task Force continues to promote awareness and education in April, for Sexual Violence Awareness Month. Multiple social media campaigns are run around the education of the month and importance of consent.

We implemented a new AU Safe App to aid in the safety of our students, this app includes supports such as mobile blue light, wellness services information, sexual violence reporting information, emergency contacts, and more.

Consent cards were developed and distributed to students to ensure a culture of consent is consistently communicated to students.

Resources, including safer sex kits and harm reduction kits were created and distributed at our consent workshops.

We implemented free period products in all washrooms to ensure that students have access to free menstrual products when/if needed.

We provided Bystander Intervention training to students.

REPORTING

Below reflects the number of incidents and complaints of sexual violence reported by and/or impact to students:

There are several mechanisms of support provided for survivors who report or have disclosed past experiences that therefore required resources and support. The following supports/services/accommodations were provided to students:

- Four accessed services from our Sexual and Gender Based Violence Coordinator
- Three accessed on campus counselling services
- Four safety plans were created
- Zero referred to medical services
- One reported to police services
- Multiple safety alarms distributed on SSM campus

The chart below reflects the number of incidents and complaints received by Algoma University from May 1, 2022 to April 30, 2023.

| Academic year | On Campus | Off Campus AU sanctioned activity | Off Campus Non-Sanctioned activity | Online |
|---------------|-----------|-----------------------------------|------------------------------------|--------|
| 2021-2022 | 5 | 0 | 0 | 0 |
| 2022-2023 | 1 | | 1 | 1 |

IN SUMMARY

Algoma University continues to be well-positioned to proactively and consistently address the topic of reducing sexual violence on our campuses. We have a strong and committed Sexual Violence Task Force who are fully supported by our Leadership Team, who embraces a culture of consent, safety and continuous improvement.

Algoma University is committed to ensuring that our entire community (students, staff, and faculty) are provided with the information, tools and, resources to respond to sexual violence situations. Demonstrated through our assurance to continue to grow our education and awareness programs, with emphasis on repeated and ongoing exposure to prevention topics and information. By focusing on student/community support regardless of whether a formal report has been filed, our goal is to ensure that each student is connected to timely and appropriate support services.

Our goal is to provide the members of our community with an environment to study, work, visit and live that is free of sexual violence.

BOARD OF GOVERNORS REPORT

Pension Plan Financial Statements - June 30, 2023

OPEN Agenda: 30 - NOV - 2023

PURPOSE:

PREPARED BY:

☒ Approval

☐ Discussion

☐ Information

Kramer Rousseau, Associate Vice President, Finance and Planning

Shannon Brooks, Vice President, Finance and Operations

1.0 ACTION

MOTION: "That the Board of Governors approve the June 30, 2023 Pension Plan Financial Statements.

2.0 EXECUTIVE SUMMARY

The Algoma University Pension Plan is a defined benefit pension plan that has been closed to new members since 2006. Up until that time, employees in either the full-time faculty or administration employee groups were eligible for membership.

As part of the regulatory reporting to the Board of Governors, approval of the financial statements is required prior to being sent to the Financial Service Commission of Ontario (FSCO) prior to December 31, 2023.

3.0 ALIGNMENT WITH UNIVERSITY STRATEGY

This item is aligned with the following Strategic Direction(s) from the [2023-2026 Strategic Plan](#):

#4: Continue to Build Inclusive and Inspiring Teaching, Learning, and Working Environments ▾

4.0 ANALYSIS

Statement of Net Assets Available for Benefits

Overall the net assets available for benefits increased from \$28.3M to \$29.7M

- The contribution receivables for the current year includes contributions for May and June which were processed in July.
- Managed assets increased by \$1.2M to a balance of \$29.8M
- The liabilities consist mainly of quarterly costs for both actuarial (\$126K) and investment management fees (\$66K).

Statement of Changes in Net Assets Available for Benefits

Overall the net increase in net assets for the year was \$1.4M.

- Investment income of \$954K and realized gains of \$419K and an increase in market value of investments of \$1.3M resulted in a net investment income of \$2.6M.
- Total contributions remained consistent at \$608K.

- Total decrease in net assets of \$1.8M was 6% above prior year, mainly due to an increase in administrative expenses which includes an increase in actuarial fees which totaled \$211K compared to \$77K in the prior year.

Notes to the Financial Statements

Some note disclosure to highlight include the following:

- Note 2 - Table 1 - Managed Investments - The market and book values of the assets within the plan are illustrated in this note and have a market value greater than book value by \$1.9M
- Note 2 - Table 2- Statutory Disclosure - outlines the asset mix of the pension plan as at June 30, 2023 and it meets the acceptable target levels as per the Statement of Investment Policies and Procedures (SIPP).

5.0 RISK IMPLICATIONS

The risk of approving these financial statements is low. The external audit firm KPMG has substantially completed the audit and has not identified any material misstatements with the draft financial statements included in the attachments.

6.0 ATTACHMENTS

1. DRAFT - Pension Financial Statements 2022-23

Fund Financial Statements of

Algoma University – Pension Plan

Ontario registration number 0575209

And Independent Auditor's Report thereon

Year ended June 30, 2023



KPMG LLP
Suite 200
111 Elgin Street
Sault Ste. Marie Ontario P3A 6L6
Canada
Telephone (705) 949-5811
Fax (705) 949-0911

INDEPENDENT AUDITOR'S REPORT

To the Administrator of the Algoma University – Pension Plan

Opinion

We have audited the accompanying fund financial statements of the Algoma University - Pension Plan (the Plan), which comprise:

- the statement of net assets available for benefits as at June 30, 2023
- the statement of changes in net assets available for benefits for the year then ended
- and notes to the fund financial statements, including a summary of significant accounting policies and other explanatory information.

(Hereinafter referred to as the “financial statements”).

In our opinion, the accompanying financial statements present fairly, in all material respects, the net assets available for benefits of the Plan as at June 30, 2023, and its changes in net assets available for benefits for the year then ended in accordance with the financial reporting provisions of Section 76 of Regulation 909 to the Pension Benefits Act (Ontario).

Basis for Opinion

We conducted our audit in accordance with Canadian generally accepted auditing standards. Our responsibilities under those standards are further described in the “***Auditors’ Responsibilities for the Audit of the Financial Statements***” section of our auditors’ report.

We are independent of the Plan in accordance with the ethical requirements that are relevant to our audit of the financial statements in Canada and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Other Matter – Comparative Information

The financial statements for the year ended June 30, 2022 were audited by another auditor who expressed an unmodified opinion on those financial statements dated December 16, 2022.

Emphasis of Matter – Financial Reporting Framework

We draw attention to Note 1 in the financial statements, which describes the applicable financial reporting framework and the purpose of the financial statements.

As a result, the financial statements may not be suitable for another purpose.

Our opinion is not modified in respect of this matter.

Responsibilities of Management and Those Charged with Governance for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with the financial reporting provisions of Section 76 of Regulation 909 to the Pension Benefits Act (Ontario), and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is responsible for assessing the Plan's ability to continue as a going concern, disclosing as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Plan or to cease operations, or has no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Plan's financial reporting process.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with Canadian generally accepted auditing standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with Canadian generally accepted auditing standards, we exercise professional judgment and maintain professional skepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion.

The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control.



- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Plan's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Plan to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Chartered Professional Accountants, Licensed Public Accountants

Sault Ste. Marie, Canada
November 30, 2023

ALGOMA UNIVERSITY – PENSION PLAN

Statement of Net Assets Available for Benefits

June 30, 2023, with comparative information for 2022.

| | 2023 | 2022 |
|--|----------------------|----------------------|
| Assets | | |
| Contributions receivable: | | |
| Employee | \$ 15,941 | \$ 16,539 |
| Employer | 58,622 | 59,894 |
| | 74,563 | 76,433 |
| Managed investments (note 4) | 29,797,352 | 28,573,692 |
| Total assets | \$ 29,871,915 | \$ 28,650,125 |
| Liabilities | | |
| Accrued administrative expenses (note 5) | 170,146 | 346,696 |
| Net assets available for benefits | \$ 29,701,769 | \$ 28,303,429 |

See accompanying notes to fund financial statements.

On behalf of the Administrator:

ALGOMA UNIVERSITY – PENSION PLAN

Statement of Changes in Net Assets Available for Benefits

June 30, 2023, with comparative information for 2022

| | 2023 | 2022 |
|--|---------------|---------------|
| Increase in Net Assets: | | |
| Investment income (Note 6) | \$ 953,721 | \$ 988,559 |
| Change in fair value: | | |
| Net unrealized gains on investments | 1,267,134 | – |
| Net realized gain on sale of investments | 418,645 | 854,670 |
| Employer Contributions | | |
| Current service | 204,023 | 212,560 |
| Contribution towards unfunded actuarial liability | 296,000 | 296,000 |
| Employee Contributions | | |
| Current service | 95,786 | 99,794 |
| | 3,235,310 | 2,452,583 |
| Decrease in Net Assets: | | |
| Administrative Expenses: | | |
| Investment Management | 110,516 | 116,277 |
| Actuarial | 211,020 | 77,448 |
| Custodial fees | 43,181 | 44,398 |
| Ministerial fees and other | 5,601 | 19,312 |
| Audit | 9,073 | 9,563 |
| Net unrealized loss on investments | – | 3,811,191 |
| Pension benefits | 1,457,579 | 1,453,306 |
| | 1,836,970 | 5,531,495 |
| Change in net assets available for benefits | 1,398,340 | (3,079,912) |
| Net assets available for benefits, beginning of year | 28,303,429 | 31,383,341 |
| Net assets available for benefits, end of year | \$ 29,701,769 | \$ 28,303,429 |

See accompanying notes to fund financial statements

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

1. Description of the Plan:

The Pension Plan for Algoma University (the “Plan”) is a registered pension plan in the Province of Ontario under registration number 0575209. The following description of the Plan is a summary only. For additional information, reference should be made to the Plan text.

(a) Contributions and funding policy:

Contributions are recognized on the accrual basis of accounting. Members are required to contribute 8% of their compensation to the Plan subject to the maximum contribution limits permitted under the Income Tax Act. Algoma University, as plan sponsor, is required to contribute the funding necessary to ensure that benefits will be fully provided. The determination of the value of these benefits is made on the basis of a periodic actuarial valuation prepared at least once every three years. Members can also make additional voluntary contributions to the Plan. Voluntary contributions are not matched, in whole or in part, by the University.

(b) Pension benefits:

Pension benefits are shown as expenditures in the year of payment.

(c) Foreign currency translation

The fair values of foreign currency denominated investments included in the statement of net assets available for benefits are translated into Canadian dollars at year-end rates of exchange. Gains and losses arising from translations are included in net unrealized gains (losses). Foreign currency denominated transactions as well as cost amounts included in Note 4 to the financial statements, are translated into Canadian dollars at the rates of exchange on the dates of the related transactions.

(d) Actuarial valuation

For the purpose of review of the defined benefit, actuarial valuations are made every three years. The date of the last actuarial on July 1, 2021 was prepared by Willis Towers Watson. This valuation showed a going concern surplus of \$2,999,000 and a solvency surplus of \$1,244,000. The next actuarial valuation is being completed as at July 1, 2024 and will be available by June 30, 2025.

2. Significant accounting policies:

(a) Foreign currency:

Transactions in foreign currencies are translated into Canadian dollars at the exchange rate at the dates of the transactions. Monetary assets and liabilities denominated in foreign currencies at the reporting date are retranslated into Canadian dollars at the exchange rate at that date.

Foreign currency differences arising on retranslation are recognized in the statement of changes in net assets available for benefits as a change in net unrealized gains.

(b) Income recognition:

Investment income is recorded on an accrual basis and includes interest income, dividends, realized gains or losses and other income.

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

2. Significant accounting policies (continued):

(c) Financial assets and financial liabilities:

Non-derivative financial assets:

Financial assets are recognized initially on the trade date, which is the date that the Plan becomes a party to the contractual provisions of the instrument. Upon initial recognition, attributable transaction costs are recognized in the statement of changes in net assets available for benefits as incurred.

The Plan measures all of its investments at fair value through the statement of changes in net assets available for benefits.

The Plan derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred or in which the Plan neither transfers nor retains substantially all the risks and rewards of ownership and does not retain control of the financial asset.

On de-recognition of a financial asset, the difference between the carrying amount of the asset and consideration received is recognized in the statement of changes in net assets available for benefits as a net realized gain or loss on sale of investments.

(d) Fair value measurement:

Fair value is the amount for which an asset could be exchanged, or a liability settled, between knowledgeable, willing parties in an arm's length transaction on the measurement date.

As allowed under IFRS 13, if an asset or a liability measured at fair value has a bid and an ask price, the price within the bid-ask spread that is the most representative of fair value in the circumstances shall be used to measure fair value. The Plan uses closing market price as a practical expedient for fair value measurement.

When available, the Plan measures the fair value of an instrument using quoted prices in an active market for that instrument. A market is regarded as active if quoted prices are readily and regularly available and represent actual and regularly occurring market transactions on an arm's length basis.

If a market for a financial instrument is not active, then the Plan establishes fair value using a valuation technique. Valuation techniques include using recent arm's length transactions between knowledgeable, willing parties (if available), reference to the current fair value of other instruments that are substantially the same, discounted cash flow analyses and option pricing models.

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

2. Significant accounting policies (continued):

(d) Fair value measurement (continued):

The best evidence of the fair value of a financial instrument at initial recognition is the transaction price, i.e. the fair value of the consideration given or received, unless the fair value of that instrument is evidenced by comparison with other observable current market transactions in the same instrument or based on a valuation technique whose variables include only data from observable markets. When transaction price provides the best evidence of fair value at initial recognition, the financial instrument is initially measured at the transaction price and any difference between this price and the value initially obtained from a valuation model is subsequently recognized in profit or loss on an appropriate basis over the life of the instrument but not later than when the valuation is supported wholly by observable market data or the transaction is closed out.

All changes in fair value, other than interest and dividend income and expense, are recognized in the statement of changes in net assets available for benefits as part of the net unrealized gain (loss) on investments.

Fair values of investments are determined as follows:

Pooled funds are valued at the unit values supplied by the pooled fund administrator, which represent the Plan's proportionate share of underlying net assets at fair values determined using closing market prices.

3. Basis of preparation:

(a) Basis of presentation:

As permitted by the Financial Services Regulatory Authority of Ontario ("FSRA"), the Plan may prepare plan financial statements in accordance with Canadian accounting standards for pension plans or prepare fund financial statements in accordance with Canadian accounting standards for pension plans, excluding pension obligations and any resulting surplus or deficit.

The Plan has prepared fund financial statements in accordance with Canadian accounting standards for pension plans, excluding pension obligations and any resulting surplus or deficit.

In selecting or changing accounting policies that do not relate to its investment portfolio or pension obligations, Canadian accounting standards for pension plans require the Plan to comply (on a consistent basis) with either International Financial Reporting Standards ("IFRS") in Part I of The Canadian Institute of Chartered Professional Accountants' of Canada ("CPA") Canada Handbook – Accounting or Canadian accounting standards for private enterprises in Part II of the CPA Canada Handbook – Accounting. The Plan has chosen to comply on a consistent basis with Canadian accounting standards for private enterprise.

These fund financial statements have been prepared to assist Administrator of the Plan in meeting the requirements of the Financial Services Commission of Ontario.

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

3. Basis of preparation (continued):

(a) Basis of presentation (continued):

These fund financial statements of the Plan do not purport to show the adequacy of the Plan's assets to meet its pension obligation. Such an assessment requires additional information, such as the Plan's actuarial reports and information about the Company's financial health.

These fund financial statements have been prepared in accordance with the significant accounting policies set out below.

(b) Basis of measurement:

The fund financial statements have been prepared on the historical cost basis, except for investments which are measured at fair value through the statement of changes in net assets available for benefits.

(c) Functional and presentation currency:

These fund financial statements are presented in Canadian dollars, which is the Plan's functional currency.

(d) Use of estimates and judgements:

The preparation of the fund financial statements requires management to make judgements, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets and liabilities at the date of the statement of net assets available for benefits and the reported amounts of changes in net assets available for benefits during the year. Actual results may differ from those estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimates are revised and in any future years affected.

4. Managed Investments:

The managed investments consist of the following:

| Fund Name | Nature of Investments Held | June 30, 2023 | |
|-----------------------------------|----------------------------|---------------|---------------|
| | | Fair value | Cost |
| PH&N Cdn Bond Fund | Fixed income | \$ 13,416,897 | \$ 15,201,284 |
| BonaVista Cdn Equity Fund | Canadian equities | — | — |
| PH&N Cdn Equity Value Fund Series | Canadian equities | 10,305,020 | 8,340,559 |
| PH&N US Equity Fund | US equities | 3,180,875 | 1,936,615 |
| PH&N Overseas Equity Fund | Global equities | 2,894,515 | 2,397,462 |
| Cash | Cash | 45 | 45 |
| | | \$ 29,797,352 | \$ 27,875,967 |

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

4. Managed Investments (continued):

| Fund Name | Nature of Investments Held | Fair value | June 30, 2022 | |
|-----------------------------------|----------------------------|---------------|---------------|------------|
| | | | Cost | |
| PH&N Cdn Bond Fund | Fixed income | \$ 12,653,340 | \$ | 14,612,072 |
| BonaVista Cdn Equity Fund | Canadian equities | 9,918,543 | | 8,368,639 |
| PH&N Cdn Equity Value Fund Series | Canadian equities | – | | – |
| PH&N US Equity Fund | US equities | 3,021,921 | | 2,211,277 |
| PH&N Overseas Equity Fund | Global equities | 2,979,882 | | 2,727,447 |
| Cash | Cash | 6 | | 6 |
| | | \$ 28,573,692 | \$ | 27,919,441 |

The manager of the funds is RBC Global Asset Management Inc. The trustee is RBC Investor & Treasury Services.

6. Accrued administrative expenses:

| | 2023 | 2022 |
|---------------------------------|------------|------------|
| Actuarial fees | \$ 126,342 | \$ 155,219 |
| Investment management fees | 65,670 | 124,794 |
| Custodial fees | 11,050 | 11,762 |
| Audit fees | 9,040 | 25,967 |
| Pension benefits guarantee fees | 1,512 | 56,994 |
| Ministry of finance fees | 750 | 2,238 |
| HST recoveries | (44,218) | (30,278) |
| | \$ 170,146 | \$ 346,696 |

6. Investment income:

Investment income earned on managed investments is summarized below.

| | 2023 | 2022 |
|-------------------|------------|------------|
| Fixed income | \$ 478,963 | \$ 387,261 |
| Canadian equities | 365,903 | 510,488 |
| US equities | 37,880 | 30,652 |
| Global equities | 70,975 | 60,158 |
| | \$ 953,721 | \$ 988,559 |

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

7. Capital risk management:

The Plan considers its capital to be its net assets available for benefits. The Plan's objective when managing capital is to sustain a certain level of net assets in order to meet the pension obligations of the University, which are not presented or discussed in these specified purpose financial statements. The Plan fulfils its primary objective by adhering to the specific investment policies outlined in its SIPP, which is reviewed annually by the management of Algoma University and was last amended in February 2020. The Plan manages net assets by engaging investment managers who are charged with the responsibility of investing new and existing funds in accordance with the approved SIPP. The investment goal of the Fund is to achieve a rate of return, after deducting management fees, equal to 100% of the annual change in Consumer Price Index for Canada plus 4.0% when calculated as an annual compounded rate over a complete capital market cycle. The SIP&P permits the following six broad categories of assets.

| Asset categories | SIP&P Range (%) | SIP&P target (%) |
|-------------------|--------------------|---------------------|
| Fixed income | 25.0 – 65.0 | 45.0 |
| Canadian equities | 30.0 – 70.0 | 35.0 |
| US equities | 0.0 – 30.0 | 10.0 |
| Global equities | 0.0 – 30.0 | 10.0 |
| Money market | 0.0 – 10.0 | 0.0 |
| Cash | 0.0 – 10.0 | 0.0 |
| Total investments | | 100.0 |

The Plan has adopted the following investment asset mix within the allowed asset categories in the SIP&P, as of the date of the Plan's fund financial statements. The following table presents the asset allocation for each asset category and total investments, along with the SIP&P target:

| 2023 Asset Mix | SIP&P Target | Asset Allocation (%) |
|-------------------|-----------------|----------------------------|
| Fixed income | 45.0 | 45.03 |
| Canadian equities | 35.0 | 34.58 |
| US equities | 10.0 | 10.68 |
| Global equities | 10.0 | 9.71 |
| Total Investments | 100.0 | 100.0 |

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

7. Capital risk management (continued):

| 2022 Asset Mix | SIP&P Target | Asset Allocation (%) |
|-------------------|--------------|----------------------|
| Fixed income | 45.0 | 44.30 |
| Canadian equities | 35.0 | 34.70 |
| US equities | 10.0 | 10.60 |
| Global equities | 10.0 | 10.40 |
| Total Investments | 100.0 | 100.0 |

The Plan's investment positions expose it to a variety of financial risks which are discussed in note 8. The Plan manages net assets by engaging knowledgeable investment managers who are charged with the responsibility of investing existing funds and new funds (current year's employee and employer contributions) in accordance with the approved SIP&P. The allocation of assets among various asset categories is monitored by the Plan administrator on a monthly basis. A comprehensive review is conducted quarterly, which includes measurement of returns, comparison of returns to appropriate benchmarks, ranking of returns and risk analysis.

The main use of net assets is for benefit payments to eligible Plan members. Although there are no regulatory requirements relating to the level of net assets and/or funding to be maintained by the Plan, the Plan is required to file financial statements to the Financial Services Regulatory Authority of Ontario as well as files an Annual Information Return with the Minister of Finance, Revenue Operations and Client Services Branch. There is no change in the way capital is managed this year.

8. Financial instruments:

(a) Fair values:

The fair values of investments are as described in notes 2(b) and 4, respectively.

Fair value measurements recognized in the statement of net assets available for benefits are categorized using a fair value hierarchy that reflects the significance of inputs used in determining the fair values.

- Level 1 - unadjusted quoted prices in active markets for identical assets or liabilities;
- Level 2 - inputs other than quoted prices included in Level 1 that are observable for the asset or liability, either directly or indirectly; and
- Level 3 - inputs for assets and liabilities that are not based on observable market data.

As at June 30, 2023, investments consist of units held by pooled funds and are classified as Level 2 investments. There were no transfers between levels during the year.

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

8. Financial instruments (continued):

(b) Associated risks:

(i) Market price risk:

Market price risk is the risk that the value of an instrument will fluctuate as a result of changes in market prices, whether those changes are caused by factors specific to an individual investment, its issuer or all factors affecting all instruments traded in the market. As all of the Plan's financial instruments are carried at fair value with fair value changes recognized in the statement of changes in net assets available for benefits, all changes in market conditions will directly result in an increase (decrease) in net assets. Market price risk is managed by the Plan through construction of a diversified portfolio of instruments traded on various markets and across various industries.

The Plan's net assets available for benefits are also sensitive to market fluctuations. An immediate hypothetical decline of 10% in values of the pooled funds will impact the Plan's investments by an approximate loss of \$2,979,731 (2022 - \$2,857,000).

(ii) Liquidity risk:

Liquidity risk is the risk that a plan will encounter difficulty in meeting obligations associated with financial liabilities.

The Plan's approach to managing liquidity is to evaluate current and expected liquidity requirements to ensure that it maintains sufficient cash and cash equivalents to meet its liquidity requirements in the short and longer term. All of the Plan's investments are in liquid securities traded in the public market and can be readily disposed of, assuming orderly markets. The Plan's investments are considered readily realizable and liquid; therefore the Plan's liquidity risk is considered minimal.

(iii) Foreign currency risk:

Currency risk is the risk that the value of investments denominated in currencies, other than the functional currency of the Plan, will fluctuate due to changes in foreign exchange rates. Equities in foreign markets, foreign bonds and short-term notes are exposed to currency risk as the prices denominated in foreign currencies are converted to the Plan's functional currency in determining fair value.

The Plan may invest in financial instruments and enters into transactions denominated in various foreign currencies, other than its measurement currency. Consequently, the Plan is exposed to risk that the exchange rates of the various currencies may change in a manner that has an adverse effect on the value of the portion of the Plan's assets or liabilities denominated in currencies other than the Canadian dollar.

The exposure to currency risk at June 30, 2023 is significant but indirect due to the Plan's investment in US and Global pooled funds.

ALGOMA UNIVERSITY – PENSION PLAN

Notes to Fund Financial Statements

Year ended June 30, 2023

8. Financial instruments (continued):

(b) Associated risks (continued):

(iv) Credit risk:

Credit risk is the risk that an issuer or counterparty will be unable or unwilling to meet a commitment that it has entered into with the Plan. The maximum credit risk exposure as at June 30, 2023 represents the total value of the investments.

The SIP&P establishes the minimum quality standard of "BBB" for individual bonds, while requiring that at least 95% of the market value of short-term securities have a credit rating of at least A or its equivalent. The fund was in compliance with this requirement at June 30, 2023.

(v) Interest rate risk:

Interest rate risk refers to the risk that the value of a financial instrument will fluctuate due to changes in market interest rates. The Plan is exposed to interest rate risk associated with its investments. Investments are diversified and held with reputable parties in order to manage this risk. Interest rate risk is the sensitivity of the Plan's financial position to movements in market interest rates. The SIP&P has established restrictions on concentration, which are designed to mitigate the risk of interest rate volatility.

While the Plan has interest rate risk, the risk to the Plan is indirect in nature as the Plan is not directly holding any interest sensitive investments.



Gift Acceptance Policy (Revised)

OPEN AGENDA

Meeting Date: November 30, 2023

Action: Approval

PREPARED BY:

Giselle Chiarello, Manager of Advancement

Colin Wilson, Director of Strategic Advancement

Craig Fowler, Vice President of Growth and External Relations

PURPOSE OF REPORT

To provide context for the recommended additions to the updated policy and recommend approval of the revised policy to the Board of Governors.

RELATED DOCUMENTS

1. [Gift Acceptance Policy](#) (new version)
2. Gift Acceptance Policy (previous version)

STRATEGIC PRIORITY ALIGNMENT

4 - Continue to build inclusive and inspiring teaching, learning, and working environments.

BACKGROUND

Algoma University ("University") holds a Charitable status with the Canada Revenue Agency. A policy on gift acceptance was created and approved on November 25, 2021. Amendments are required to the existing policy to improve clarity and direction to staff and donors.

CURRENT STATUS

Currently, the existing Gift Acceptance Policy does not include the proposed new guiding principle: *Solicitation of gifts takes into account and is consistent with academic and university-wide priorities. Designated gifts must be used for the purpose for which they are given. Gifts that are not designated will be used as determined by the University based on its priorities and mission.* By adopting this new principle, the Advancement office can encourage and direct gifts to support these University priorities.

The revised policy also takes into consideration approval of the Valuation of Gifts; the Endowed Gift Policy statement, which aligns with the Investment Policy of the University; and the Gift Agreements policy statement, which aligns with the Signature Authority policy.

The new amendments are reflected in the Gift Acceptance Policies of several other postsecondary institutions, many of whom AU management have consulted.

FUTURE ACTIONS

Based on the recommendation of the Risk and Finance Committee, the policy will go to the Board of Governors for their review and approval. Once approved, the policy will guide gift acceptance decisions of the university.



ACTION

MOTION: That the Board of Governors approve the revised Gift Acceptance Policy.

Gift Acceptance Policy

| | |
|----------------------|--|
| Category: | Administration |
| Number: | AD-05-02 |
| Responsible Officer: | Vice President of Growth, Innovation and External Relations |
| Responsible Office: | Director of Strategic Advancement |
| Approval date: | Board of Governors, November 25, 2021 |
| Last Updated: | TBD (date BOG approves this update) |
| Amendments: | To be reviewed every five years or as circumstances or legislation warrants. |

PURPOSE

1. To create a framework for the solicitation, acceptance, administration, and stewardship of Gifts to the University;
2. To set out responsibilities and accountabilities within the University with respect to gift acceptance; and
3. To ensure acceptance of gifts are compliant with all applicable laws.

SCOPE

1. This policy applies to all Gifts to the University;
2. This policy does not apply to other forms of financial support such as sponsorship, advertising, provincial/federal grants, commercial or other contractual relationships between the University and third parties.

DEFINITIONS

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| Effective: November 2021 | Revised: TBD | Superseded #: AD-05-01 | Page #: 1 of |
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Canadian Cultural Property: Canadian Cultural property is defined by the Canada Revenue Agency and includes works of art, military medals, ethnographic objects, scientific objects, antique automobiles or aircraft, as well as natural history objects such as fossils, minerals and gemstones.

Capital Project: To construct either new facilities or make significant, long-term renewal improvements to existing facilities.

Endowment: A financial contribution whose capital is invested and preserved to create an expendable interest stream.

Gift: A voluntary transfer of cash and kind from individuals, corporations, foundations and other sources to the University for either unrestricted or restricted utilization in the operation of the University. Gifts are motivated by charitable intent and made without expectation of return. Where the donor, or persons related to the donor, receive consideration or a benefit in respect of the gift, the value of this benefit must be deducted from the fair market value of the gift when valuing the receipt, according to Canada Revenue Agency (CRA) regulations. Gifts may be monetary (cash, cheques) or non-monetary (e.g. securities, RRSP, RRIF, real property, or personal property, or estate gifts).

Gift-in-Kind: Donated tangible and intangible assets and property, other than cash, such as real estate, furniture, scientific equipment, art, books, equipment, automobiles, inventory, personal property, securities, and other physical assets or materials, which represent value to the University.

Gifts of Service: Gifts of provided services to the University where the person (*donated time, skills, or efforts*) provided are not property, and therefore do not qualify as gifts to issue official charitable receipts. That being said, the University can issue an official receipt for income tax purposes if a person provides a service, the University pays for the service, and the person then returns the payment as a gift. In such circumstances, two transactions must take place: the first being the provision of a service and the payment flowing therefrom, and the second being a gift.

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Official Charitable Receipt: The official charitable receipt is a statement issued to donors by the University that includes the Charitable Registration Number (“business number”) and conforms to Canada Revenue Agency guidelines, such as a declaration of the value of the gift, date of the gift and name of the donor. The Canada Revenue Agency normally accepts receipts to support the claim by donors of non-refundable donation tax credits and deductions.

Philanthropy: The effort to increase the well-being of humankind, commonly through charitable contributions and voluntarism.

Pledges: Contributions to Algoma University which are "pledged" over a period of time (generally to a maximum of 5 years, depending on the size of the gift and the nature of the appeal).

Restricted gifts: Gifts given to the University, where the donor has specified where in the University the support is to be directed or other restricting factors such as eligibility of student recipients. Gifts may be “restricted”, for instance, to a particular department, program or fund.

Special Projects: Projects which fall outside the accepted scope and parameters of primary academic and administrative operations. In most cases, they require external funding but usually do not require a capital campaign.

Unrestricted gifts: Gifts given to the University for charitable purposes, where the donor has not specified any restrictions on the use of the gift.

PRINCIPLES

1. Algoma University accepts gifts that are consistent with its mission, vision, values and goals and that are in compliance with CRA policies related to charitable giving.
2. Gifts received by Algoma will be administered in a manner consistent with all applicable legal and regulatory requirements, as directed by the CRA’s charities division.
3. Solicitation of gifts takes into account and is consistent with, academic and university-wide priorities. Restricted gifts must be used for the purpose for which they are given. Gifts that are not restricted will be used as determined by the University based on its priorities and mission.

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POLICY

1. Gift Acceptance

- 1.1. The University may choose to accept or decline any gift. Acceptance of gifts on behalf of the University requires the prior approval and involvement of the Office of Advancement;
- 1.2. The University does not offer legal, accounting, tax or financial advice to donors concerning gifts to the University.
- 1.3. The Office of Advancement shall seek the advice of legal counsel in matters related to the acceptance of gifts in situations where the application of legal and regulatory requirements are unclear.
- 1.4. Information concerning transactions between a donor and the University shall be held by the University in strict confidence and may be publicly disclosed only with the permission of the donor, or as required by law.
- 1.5. All accepted Gifts shall be receipted in accordance with Canada Revenue Agency guidelines, and requirements of the Income Tax Act.
- 1.6. Gifts containing Indigenous cultural materials shall be reviewed by a committee involving Elders/knowledge keepers, prior to acceptance.
- 1.7. The University may accept the following types of gifts, such acceptance is at the discretion of the University:
 - Cash or cash equivalent
 - Gifts in kind
 - Publicly traded securities
 - Estate Gifts
 - Life insurance policies
 - Charitable remainder trusts
 - Charitable gift annuities
 - Canadian cultural property

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- Real estate property

1.8. The University shall not accept a gift when a condition of such acceptance would:

- compromise its reputation, ethical standards, brand, institutional autonomy or the academic freedom of its members;
- violate any law or expose the University to unacceptable liability;
- be unreasonably onerous, or require disproportionate resources, to administer;
- undermine the University's commitment to diversity and inclusiveness;
- jeopardize the University's registered charity status; or
- give the donor or someone designated by them special consideration, such as employment at the University, enrolment in a University program, the award of a University procurement contract, control over University appointments, research programs, curriculum or admissions.

2. Exceptions to this policy may be made with the prior approval of the Senior Executive Team and/or the Board of Governors.

3. Valuation of Gifts

3.1. Gifts valued at \$1000 or less may have the value assessment conducted by any individual who is knowledgeable in the field and is qualified to appraise the object at its fair market value.

3.2. Gifts which carry an estimated value greater than \$1000 shall be appraised by a recognized and qualified independent and arms-length appraiser. Cost of appraisal is the responsibility of the donor.

3.3. In exceptional circumstances where a qualified appraiser is difficult to find, alternative means of valuation may be employed. In such circumstances, such appraisal requires approval from the Associate Vice-President of Finance and Planning.

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- 3.4. The Associate Vice-President of Finance and Planning may require an additional appraisal to be performed to verify valuation accuracy at their discretion.
4. Endowed Gifts
- 4.1. The University shall ensure donations of endowment funds are maintained and invested in aligned with the University's Investment Policy.
- 4.2. Expenditures of interest earned on endowed funds shall be made in accordance with the following:
- The donors' explicit instructions;
 - In the event a donor's explicit instructions can no longer be followed; expenditures shall be made in a manner that is most aligned with the donor's explicit instructions and maximizes the benefits for the advancement of education at the University.
5. Gift agreements
- 5.1. Gift Agreements shall be prepared and authorized in accordance with the Signature Authority Policy for the following types of gifts:
- 5.1.1. Cash or cash equivalent gifts intended for:
- New Scholarship / Bursary awards
 - Special Projects
 - Capital Projects; or
 - Endowed Scholarship or Bursary restricted gifts
 - Real estate
- 5.1.2. Gifts in Kind
- 5.1.3. Publicly traded securities
- 5.1.4. Estate Gifts
- 5.1.5. Life insurance policies
- 5.1.6. Charitable remainder trusts
- 5.1.7. Charitable gift annuities
- 5.1.8. Canadian cultural property
- 5.1.9. Real estate property

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- 5.2. Such agreements shall be signed in accordance with the University's Signature Authority Policy.
6. Tax Receipts
- 6.1. The Office of Advancement is the only office authorized to issue tax receipts on behalf of the University.
7. Fund Raising
- 7.1. The Office of Advancement must be consulted by faculty, staff, students, alumni, volunteers and others wishing to raise funds for the University before preliminary discussions with potential donors.
8. Responsibilities
- 8.1. The Advancement Office is responsible for
- developing operational procedures to support this policy;
 - overseeing and managing the process of gift acceptance including the issuance of tax receipts;
 - providing expert guidance to all areas of the university concerning Gift acceptance.
- 8.2. The Finance Office is responsible for
- Recording all Gifts and values in the University's financial records;
 - Verifying appropriate appraisal records for accuracy and completeness;
 - Authorizing exceptions to the appraisal process as required;
 - Managing the investment of Endowment and other Funds.

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Gift Acceptance Policy

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| Category: | Administration |
| Number: | AD5 |
| Responsibility: | Director of Strategic Advancement |
| Approval: | Board of Governors, November 25, 2021 |
| Amendments: | To be reviewed every five years or as circumstances or legislation warrants. |

PURPOSE

The purpose of this policy is to serve as a set of guiding principles to ensure that members of the University community can respond in a timely and appropriate manner to gift offers; informed decisions are made on the acceptance of gifts at Algoma University; and that such gifts are accepted in accordance with Canada Revenue Agency (CRA) guidelines and requirements of the Income Tax Act.

SCOPE

This policy is applicable to all persons, organizations and legal entities engaged in the donation and acceptance of gifts in kind at Algoma University.

DEFINITIONS

Benefactor: A person or organization that contributes financially to a charitable cause without expectation of direct return.

Contracts/Research Agreements: Restricted payments received by the University from various

parties, made in accordance with the terms of contracts entered into by the university to conduct specific programs. These are not considered gifts, and therefore not subject to this policy.

Designated gifts: Gifts, given to the University, where the donor has specified where in the University the support is to be directed or other restricting factors such as eligibility of student recipients. Gifts may be “designated”, for instance, to a particular department, program or fund. Also known as “restricted” gifts.

Endowment: A financial contribution whose capital is invested and preserved in order to create an expendable interest stream.

Expendable gifts: Gifts or grants given to the University which the donor has directed are to be immediately used in support of various programs or projects.

Gift: A voluntary transfer of cash and kind from individuals, corporations, foundations and other sources to the University for either unrestricted or restricted utilization in the operation of the University. Gifts are motivated by charitable intent and made without expectation of return. Where the donor, or persons related to the donor, receive consideration or a benefit in respect of the gift, the value of this benefit must be deducted from the fair market value of the gift when valuing the receipt, according to Canada Revenue Agency (CRA) regulations. Gifts may be monetary (cash, cheques) or non-monetary (e.g. securities, RRSP, RRIF, real property, or personal property, or estate gifts).

Gift-in-Kind: Donated tangible and intangible assets and property, other than cash, such as real estate, furniture, scientific equipment, art, books, equipment, automobiles, inventory, personal property, securities, and other physical assets or materials, which represent value to the University.

Pledges: Contributions to Algoma University which are “pledged” over a period of time (generally to a maximum of 5 years, depending on the size of the gift and the nature of the appeal).

Official Charitable Receipt: The official charitable receipt is a statement issued to donors by the

University that includes the Charitable Registration Number (“business number”) and conforms to Canada Revenue Agency guidelines, such as a declaration of the value of the gift, date of the gift and name of the donor. The Canada Revenue Agency normally accepts receipts to support the claim by donors of non-refundable donation tax credits and deductions.

Philanthropy: The effort to increase the well-being of humankind, commonly through charitable contributions and voluntarism.

Undesignated gifts: Gifts given to the University for charitable purposes, where the donor has not specified any restrictions on the use of the gift. They are also known as “unrestricted gifts.”

Gifts of Service: Gifts of provided services to the University where the person (*donated time, skills, or efforts*) provided are not property, and therefore do not qualify as gifts for the purposes of issuing official charitable receipts. That being said, the University can issue an official receipt for income tax purposes if a person provides a service, the University pays for the service, and the person then returns the payment as a gift. In such circumstances, two transactions must take place: the first being the provision of a service and the payment flowing there from, and the second being a gift.

POLICY

Principles and Responsibilities

No gift shall be accepted that negatively affects Algoma University’s academic integrity or reputation or diminishes the profile or brand of the University.

The Advancement Office, under the direction of the Vice-President of Growth, Innovation, & External Relations, has the authority and responsibility to develop operational procedures to support the acceptance of gifts to Algoma University in consultation with the Senior Executive (President and VPs).

The Advancement Office is responsible for ensuring that gifts made to Algoma University are accepted and receipted in accordance with Canada Revenue Agency guidelines, requirements of the Income Tax Act, and procedures established at Algoma University.

The University does not offer legal, accounting, tax or financial advice to donors with respect to gifts to the University.

Algoma University will reserve the option to seek the advice of legal counsel in matters relating to the acceptance of gifts, as appropriate, and all transactions governed by contracts or legal documents; and all transactions with potential conflicts of interest.

Certain forms of gifts or donated properties (e.g. books, artwork, jewellery, equipment, software, real estate, and other assets) may be subject to review by Algoma University Staff prior to acceptance.

Algoma University is not responsible for the cost of appraisals and related expenses for donated property.

Appraisal and Tax Receipt

The Advancement Office may choose to communicate with the donor, and may also initiate a review of the appropriateness of the offer, to ensure the gift is aligned with the mission of the University. Depending on the nature of the gift, the Advancement Office may consult with faculties or services; for example, a gift of books intended for the permanent collection of the library is subject to the approval of the University Librarian.

The final decision regarding acceptance of a gift rests with the Senior Executive.

The appraiser must be independent, that is, he or she must not be associated with either the donor or the University.

Gifts of \$1,000 or Less

If the gift has a value of \$1,000 or less, Canada Revenue Agency will consider a valuation done by a staff member of the University, providing that he or she is knowledgeable in the field and is qualified to appraise the object at its fair market value.

Gifts Greater Than \$1,000

A recognized appraiser performs the evaluation.

The recognized appraiser must not be a staff member of the Algoma University.

If necessary, the University may obtain other appraisals at the University's discretion.

In very exceptional circumstances, if it is difficult to find a competent appraiser or if it would involve unwarranted expense, Canada Revenue Agency will consider a valuation done by a qualified University employee, even if the object's value exceeds \$1,000.

PROCEDURES

The [Algoma University Donor Form](#) is to be filled out prior to donation consideration.

Approval

The Vice-President of Growth, Innovation, & External Relations is responsible for ensuring that the acceptance of gifts is consistent with this policy of the University.

Consultation with the Senior Executive shall take place before accepting any gift where consistency with this policy is in question. A recommendation may be made to seek the approval of the Board of Governors chair should such circumstances be unresolved or consistency with this policy remain in question.

Indigenous cultural materials will be reviewed by a committee involving Elders/knowledge keepers, prior to acceptance.

Declining a Donation

At times, Algoma University may choose to decline a donation. The following conditions justify such an action, although other situations may also occur:

- The donation (e.g. questionable holdings within donated securities) negatively affects or could be perceived as negatively affecting Algoma University's academic integrity or reputation, or diminishes the profile or brand of the University.
- The University is unable to honour the proposed terms of the donation.
- An appropriate fair market value cannot be determined or will result in unnecessary or unmanageable expenses to the University.

- There are unusual features to the donation that are contrary to the mission, vision and values of the University and/or the strategic and academic priorities of the University.
- The donation exposes the University to legal risk or liability.
- The donation could financially or morally jeopardize the donor and/or the University.
- There are physical or environmental hazards to the University in accepting the offered donation.
- The donation could jeopardize the University's charitable status.
- The gift is reasonably suspected of having originated from illegal activities.
- The donation or donation terms are illegal or contrary to public policy.
- There is a question as to whether the donor has sufficient title to the assets or is mentally competent to legally transfer the funds as a gift to the University.
- Any materials the University does not have the capacity to store or preserve based on industry standards.

Returning a Gift

In most instances, a registered charity cannot return a gift.

Should it become known that (a) an individual donor or organization has been convicted of an indictable offense, or (b) an individual donor has been removed for misconduct by a properly constituted legal authority from any official register or roll of members of the profession to which s/he belongs; or (c) if at the sole discretion of the University, a gift negatively affects Algoma University's academic integrity or reputation, or diminishes the profile or brand of the University, then the University may consult with legal counsel on the course of action to take in respect to returning the gift.

The ultimate authority to return a gift resides with the Senior Executive in consultation with the Chair or the Board of Governors. Circumstances pertaining to the return of a gift shall be reviewed on a case by case basis. The resulting course of actions shall not be considered a precedent-setting.

Algoma University Donor Form

Donations in Kind

Thank you for your interest in donating to Algoma University. Please complete this form to the best of your ability to help us better understand what it is that you wish to donate.

Contact Information

First Name: _____
Last Name: _____
Email Address: _____
Phone Number: _____

Mailing Address

Street: _____
City/Town: _____
Province: _____
Postal Code: _____

Checklist

This checklist has been prepared to help you determine whether or not your "Donation in Kind" to the University will be eligible for a Tax Receipt. Please check either Yes/Correct or No/Incorrect as it applies to your donation.

| | | Yes/Correct | No/Incorrect |
|----|--|-------------|--------------|
| 1. | I am authorized to dispose of the personal property described herewith and desire to give said personal property to Algoma University. | | |
| 2. | The gift is a voluntary transfer without consideration and is understood to be irrevocable. | | |
| 3. | The gift will not be directed to purposes that will provide any personal benefits to the donor. | | |
| 4. | The University will exercise direct control over the use and application of the gift in a manner which is consistent with Departmental and University policies and procedures. | | |
| 5. | Legal title and ownership of the gift will be transferred to the University and the item will be added to the fixed asset inventory of the University (if applicable). | | |
| 6. | Upgrading, maintenance and any ultimate decision to | | |

| | | | |
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| | dispose of the gift will be made at the sole discretion of the University. These decisions will be made in a manner consistent with established policies in these areas. All costs and proceeds from such transactions will accrue to the University. | | |
| 7. | A fair market appraisal will be performed as of the date of the gift to the University. For gifts with value greater than \$1,000.00 Canada Revenue Agency requires an independent appraisal be performed. In all other cases, an official of the University, with expertise in the field of the gift, should prepare a fair market value appraisal. Written documentation supporting the appraisal must be attached to this checklist and sent to the Finance Office prior to a tax receipt being issued. | | |
| 8. | The gift must not have been purchased with funds from a grant account or any funds that may have been received by the donor on a tax-free basis. This would ensure the donor/taxpayer does not receive "double tax benefit" from such a gift transaction. | | |
| 9. | The gift must not be a "duplicate" of assets already held by the University. The Finance Office will reserve the final decision on "duplicate" or redundant assets. | | |

If you were unable to answer Yes/Correct to all of the above statements, then it is likely the gift is not eligible for a tax receipt. However, each gift must be evaluated on the fact surrounding the donation to see if any exceptions apply. The Advancement and Alumni Team will be in touch.

Appraiser Information (if applicable)

If your item was appraised, please complete the following.

Name/Firm: _____

Address: _____

Phone #: _____

Fair Market Value: \$ _____

Please check this box if the signed appraisal is attached ☐

Description of Material

This section is designed to help identify the history of any item donated to Algoma University. Please fill out the form as completely as possible, if you are unsure about what information to include please contact: Giselle Chiarello, Senior Development Officer (705) 9492301 ext. 4125 or giselle.chiarello@algomau.ca.

What material are you donating? Please be as specific as possible, include names, dates, physical description, dimensions, and any other information that can be seen when looking at the material.

Eg. Fifteen black and white photographs from 1950-1960. Photographs are of students at the Shingwauk Indian Residential School and include names of identified people on the back of each photograph.

Do you own this material? When and how did you acquire it?

What is the history of the material? (Who made it? When was it created? Who did it belong to?)

What condition is the material in? Please note any damage, stains, or marks.

Any additional information you would like to share.

Please check the following boxes if you agree with the statements.

| | |
|---|--------------------------|
| Do you wish to donate this material to Algoma University? | <input type="checkbox"/> |
| Can this material be used online? | <input type="checkbox"/> |
| Can this material be used in educational displays? | <input type="checkbox"/> |

Signatures

Signature of Donor

Date

Signature of Staff

Date