

# York University Board of Governors

## Notice of Meeting

**27 June 2023 1:30 pm to 4:30 pm**

**5<sup>th</sup> Floor, Kaneff Tower, Keele Campus**

*\*Note: A Board Photo Session will take place immediately after the In-Camera Session\**

**Page**

### **I. CLOSED SESSION**

### **II. OPEN SESSION – 2:00 pm**

1. Chair’s Item (P. Tsaparis) *2:00 pm*
  - a. Report on Items Decided in the Closed Session
  - b. Consent Agenda Approval
2. Executive Committee (P. Tsaparis)
  - a. Action Taken on Behalf of the Board .....1
  - b. Sustainability Policy (For approval).....2
3. President’s Items (R. Lenton) *2:10 pm*
  - a. Year-End Retrospective & Looking Forward (**posted under separate cover**)
  - b. Kudos Report.....12
  - c. Presentation: Student Representatives Roundtable Annual Report (D. Semaan) (10 mins).....24

### **Break Period – 5 minutes: 2:45 pm to 2:50 pm**

4. Academic Resources Committee (A. Di Domenico) *2:50 pm* .....30
  - a. Report on Appointments, Tenure and Promotion (For approval) .....33
  - b. Establishment of OMERS & Oxford Chair in Real Assets (For approval).....50
5. External Relations Committee (L. Lam) *3:00 pm* .....54
  - a. Points of Pride .....57

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6.	Finance and Audit Committee (B. White) 3:10 pm (Will be distributed prior to meeting)	
a.	Operating Budget 2023-24 to 2025-26 (For approval)	} Documents will be posted under separate cover.
b.	Ancillary Services Budget 2023-24 to 2025-26 (For approval)	
c.	ELC Budget 2023-24 to 2025-26 (For approval)	
d.	NOUS Contract Budget Adjustment (For approval) .....	
e.	Advancement Constituent Relationship Management (CRM) Contract Award (For approval) .....	61
f.	Laboratory Supplies and Equipment Contract (For approval) .....	65
g.	Appointment of External Auditors (For approval) .....	67
h.	Consolidated Financial Statements for Year Ended April 30, 2023 (For approval) Posted under separate cover	
7.	Governance and Human Resources Committee (K. Lake) 3:40 pm .....	68
8.	Investment Committee (J. Demers) 3:50 pm .....	71
a.	Endowment Distribution Accrual Rate 2023-24 (For approval) .....	74
9.	Land and Property Committee (M. Traversy) 4:00 pm.....	79
10.	Other Business	
11.	<i>In Camera</i> Session 4:10 pm	

## CONSENT AGENDA

12.	Minutes of the May 2, 2023 Meeting .....	82
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## INFORMATION ITEMS

13.	Governance and Human Resources Committee	
a.	2022 Employment Equity Report.....	88
b.	Annual Report to the Board from the Centre for Sexual Violence Response, Support & Education.....	140
14.	Investment Committee	
	Annual Investment Report - December 2022.....	148

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### Memorandum

To: Board of Governors

From: Paul Tsaparis, Chair

Date: 27 June 2023

Subject: **Action taken by the Board Executive Committee on behalf of the Board**

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The Executive Committee dealt with two items of business since the last meeting of the Board of Governors. Pursuant to the authority accorded to it under Article VI.4.c of the General Bylaws, the Executive Committee approved the following:

- mandate for upcoming collective bargaining
- the Tentative Collective Agreement with YUSA-2



# Board of Governors

## Memorandum

To: Board of Governors

From: Paul Tsaparis, Chair, Executive Committee

Date: June 27, 2023

Subject: Policy on Sustainability

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### Recommendation:

**The Executive Committee recommends that the Board of Governors approve the amended Sustainability Policy attached as Appendix 1.**

### Background, Rationale and Proposed Changes:

York University has long been a leader in sustainability. Through the University's teaching, research and operations, the University has demonstrated a commitment to advancing solutions to ecological and social challenges locally and globally.

In 2023, the Intergovernmental Panel on Climate Change (IPCC) released its Sixth Assessment Report, assessing the impacts of global emissions, warning global leaders of the impending impacts of climate change, and urging governments to make "rapid", "deep" and "immediate" reductions in greenhouse gas emissions to achieve the least severe outcomes of climate change. The report recognizes the interdependence of climate, ecosystems and biodiversity, and human societies and integrates knowledge more strongly across the natural, ecological, social, and economic sciences than earlier IPCC assessments.

The University's current Policy on Sustainability (attached as Appendix 2) was adopted in 2011 and is overdue for a review. The need for this review was also a specific outcome articulated in the 2017 Sustainability Strategy. Attached is a draft new policy, both to change the ownership of the policy from the Vice-president Finance and Administration to the President, in acknowledgement of its institutional reach and effect and because the changes are so significant as to cause a re-write rather than a revision. This draft policy has been presented for

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discussion to the President's Sustainability Council and circulated to the University Secretariat, the Provost and VP Academic, the VP Research and Innovation, and York International. It is recommended that the Board of Governors approve the amended Sustainability Policy attached as Appendix 1.

York's current greenhouse gas emissions reduction target is net zero by 2049. Across Canada and around the world, governments and universities are adopting more ambitious targets, with a majority adopting net zero by 2040. The details of this draft Sustainability Policy align it more closely with the conclusions of the IPCC Report and the emissions reduction targets of the leaders in the sector, advancing York's emissions reduction target to net zero by 2040. The details go on to outline a critical need for an action-oriented framework and policies to achieve the new emissions reduction target and continued accountability to track our scope 1, 2 and 3 emissions from York operations.

Further, the draft policy commits all York staff to address sustainability goals in their respective departments and recommends that sustainability be a core principle in the University's academic and research plans.

The Policy directs the President to develop a University Sustainability Strategy and to develop and maintain a framework to shape and drive sustainability initiatives. Procedures to follow approval of this policy will provide details on the manner in which the strategy and framework will be developed, including delegation of responsibilities and accountabilities.

The President is also directed to develop and implement a process to track, measure, evaluate and report to the Board on progress toward achieving the goals established under the University Sustainability Strategy. As an example, in 2018, the University's Board of Governors approved revisions to the Endowment Fund's Statement of Investment Policies and Procedures (SIPP) to reflect the University's commitment to sustainable investing. The University has committed to reporting annually to the University community, as part of its overall reporting of investment performance, on how its investment managers incorporate ESG factors. This Sustainability Policy seeks to capture that information to inform the development of the Sustainability Strategy.

Finally, the draft policy commits the University to review the policy in 2 years, to benefit from the consultation efforts and align more closely with the University's Sustainability Strategy.

**Appendix 1: Proposed Revised Policy on Sustainability, 2023**



**University Policy**

**Sustainability Policy**

<b>Topic:</b>	Financial and Operations
<b>Approval Authority:</b>	Board of Governors
<b>Approval Date:</b>	June 27, 2023
<b>Effective Date:</b>	July 1, 2023
<b>Last Revised:</b>	15 April 2011

**Preamble**

As an institution of higher learning, York University has a responsibility to act on global challenges facing humanity, including ecological degradation, climate change and growing socio-economic inequality. York University is well positioned to lead by providing opportunities for its local and global communities to contribute to efforts advancing sustainability in institutional operations, teaching, and research.

The University acknowledges that sustainability includes addressing the root causes of inequality, and the importance of acknowledging sustainability in policy development, strategic planning, and initiatives to promote principles of rights of the planet, decolonization, equity, diversity, and inclusion. All York faculty and staff members are responsible for acting in a manner that promotes and supports the objectives of this policy.

York’s sustainability pathway of continual improvement will honour globally recognized targets, advance the United Nations Sustainable Development Goals, move forward our commitments to decolonization, equity, diversity, and inclusion, and meet our obligations under government legislation, as well as our commitments as an international signatory of the Talloires Declaration (Appendix A).

York will strive for a culture of sustainability that is reflected in the University’s core values, the policies it makes, and the actions it takes. The University will focus on sustainability goals to achieve positive ecological, social, and economic outcomes. This policy will work alongside university policies and procedures related to equity, decolonization, and economic sustainability, while striving to achieve our ecological sustainability goals.

## 1. Purpose

This Policy aims to foster environmental protection, sustainable development, and responsible stewardship within the university community. It establishes requirements for the development of a comprehensive sustainability strategy and framework to get York University to Net-Zero emissions by 2040.

This Policy reaffirms York University's commitment to address complex environmental, social, and economic issues. By adhering to applicable environmental laws, allocating responsibilities to various stakeholders, and providing a platform for sustainable development efforts, this policy aims to create a holistic approach to sustainability that integrates seamlessly into all aspects of university operations, thereby fostering a culture of sustainability and contributing to a more sustainable future.

## 2. Scope and Application

2.1 This Policy applies to all employees of the University that support the delivery of teaching, research, and services.

2.2 This Policy should be read in conjunction with the University's associated policies, procedures, guidelines, applicable collective agreement provisions and any relevant and applicable legislation, and any other policy that may become applicable and/or relevant.

## 3. Definitions

### For the purposes of this Policy, the term

**“Net-Zero” means** a state in which the greenhouse gases going into the atmosphere are balanced by removal out of the atmosphere. To go net zero is to reduce greenhouse gas emissions and/or to ensure that any ongoing emissions are balanced by removals. In the context of institutions of higher learning, this means all Scope 1, 2 and 3 emissions and determining where emissions can be eliminated and where offsets will be required. (Source: CAUBO)

### **“Scope 1, 2 and 3 emissions” means:**

- a. **Scope 1: Direct Emissions:** Emissions from sources that are owned or controlled by the institution (such as Central Utilities, Fleet, Science labs)
- b. **Scope 2: Indirect Emissions:** Emissions generated in the production of purchased electricity, heat, or steam consumed by the institution.
- c. **Scope 3: Indirect Emissions from Upstream and Downstream Activities:** Emissions from sources not owned or directly controlled by the institution that are a consequence of

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the activities of the institution. This includes the procurement of goods and services, transportation (commuting & business travel) and investments.

**“Sustainability” means** development that meets the needs of the present without compromising the ability of future generations to meet their own needs (United Nations, 2015)

## 4. Policy

The President will:

- 4.1 develop a University Sustainability Strategy with an aim to achieve Net-Zero emissions at York University before 2040, consistent with global best practices to foster positive ecological, social, and economic outcomes.
- 4.2 develop and maintain a framework to shape and drive sustainability initiatives across the University community in its operations, and build capacity and awareness across the York community, locally and globally.
- 4.3 develop and implement a process to track, measure, evaluate and report to the Board on progress toward achieving the goals established under the University Sustainability Strategy, including milestones and implementation plans underpinned by conservation, decarbonization and innovation, applied to Scope 1, 2, and 3 emissions.

## 5. Roles and Responsibilities

The President will be responsible for the implementation of this policy and has the authority to develop procedure to that effect, namely regarding but not limited to:

- 5.1 the establishment of sustainability standards for transportation, energy, procurement, waste management, biodiversity protection, land use planning and capital construction.
- 5.2 establish mechanisms to implement the University Sustainability Strategy.
- 5.3 define processes through which all divisions and units must track, measure, evaluate and report to the President on their progress toward achieving the goals established under the University Sustainability Strategy.

## 6. Review

This policy will be reviewed every 2 years at a minimum. During the review, the policy will remain in full force and effect.

<b>Legislative history:</b>	Reviewed by President and Vice-Presidents, February 16, 2011; Approved by the Board of Governors, April 25, 2011;
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<b>Date of next review:</b>	2025
<b>Policies superseded by this policy:</b>	This amended policy supersedes the Sustainability Policy approved by the Board of Governors April, 2011
<b>Related policies, procedures, and guidelines:</b>	<a href="#">Fraud, Theft and Misappropriation of University Assets Policy</a> <a href="#">Hybrid Work Policy</a> <a href="#">Procurement Code of Ethics</a> <a href="#">Procurement of Goods and Services (Policy)</a> <a href="#">Procurement of Goods and Services (Procedure)</a> <a href="#">Social Procurement (Policy)</a> <a href="#">Statement of Investing Principles for York University Pension Fund</a> <a href="#">Statement of Investing Principles for York University Endowment Fund</a> <a href="#">Vehicles Idling on Campus</a> <a href="#">Well Being Strategy</a> <a href="#">York University Pension Fund – Statement of Investment Policies and Procedures</a>

## Appendix A

### The Talloires Declaration

The Talloires Declaration is a ten-point action plan for incorporating sustainability and environmental literacy in teaching, research, operations and outreach at colleges and universities. <sup>1</sup> It has been signed by more than 300 university presidents and chancellors in more than 40 countries. By signing the Talloires Declaration York University has made a commitment to the following 10 action points.

**1. Increase Awareness of Environmentally Sustainable Development**

Use every opportunity to raise public, government, industry, foundation, and university awareness by openly addressing the urgent need to move toward an environmentally sustainable future.

**2. Create an Institutional Culture of Sustainability**

Encourage all universities to engage in education, research, policy formation and information exchange on population, environment, and development to move toward global sustainability.

**3. Educate for Environmentally Responsible Citizenship**

Establish programs to produce expertise in environmental management, sustainable economic development, population, and related fields to ensure that all university graduates are environmentally literate and have the awareness and understanding to be ecologically responsible citizens.

**4. Foster Environmental Literacy for All**

Create programs to develop the capability of university faculty to teach environmental literacy to all undergraduate, graduate, and professional students.

**5. Practice Institutional Ecology**

Set an example of environmental responsibility by establishing institutional ecology policies and practices of resource conservation, recycling, waste reduction and environmentally sound operations.

**6. Involve All Stakeholders**

Encourage involvement of government, foundations, and industry in supporting interdisciplinary research, education, policy formation and information exchange in environmentally sustainable development. Expand work with community and nongovernmental organizations to assist in finding solutions to environmental problems.

**7. Collaborate for Interdisciplinary Approaches**

Convene university faculty and administrators with environmental practitioners to develop

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interdisciplinary approaches to curricula, research initiatives, operations and outreach activities that support an environmentally sustainable future.

### 8. **Enhance Capacity of Primary and Secondary Schools**

Establish partnerships with primary and secondary schools to help develop the capacity for interdisciplinary teaching about population, environment, and sustainable development.

### 9. **Broaden Service and Outreach Nationally and Internationally**

Work with national and international organizations to promote a worldwide university effort toward a sustainable future.

### 10. **Maintain the Movement**

Establish a Secretariat and a steering committee to continue this momentum and to inform and support each other's efforts in carrying out this declaration.

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## Appendix 2: Current Policy on Sustainability, 2011

### Policy on Sustainability

Reviewed by President and Vice-Presidents, February 16, 2011; Approved by the Board of Governors, April 25, 2011

**Signature:** Paul Cantor

**Description:** Describes the University's responsibility for and commitment to sustainability and provides the framework for ongoing implementation of the policy and assists the University Community in incorporating Sustainability into decision making.

### I. Definitions

**Talloires Declaration:** Composed in 1990 at an international conference in Talloires, France, this is the first official statement made by university administrators of a commitment to environmental sustainability in higher education. The Talloires Declaration is a ten-point action plan for incorporating sustainability and environmental literacy in teaching, research, operations and outreach at colleges and universities. It has been signed by hundreds of university presidents and chancellors from around the world. York University signed the declaration in 2002.

### II. Policy

1. In keeping with its subscription to the Talloires Declaration, York will work towards being a sustainable university. A sustainable university is one that enhances the ecological functioning of its campuses; models knowledgeable, active, and responsible global citizens; and does so within an integrated, long-term framework of full-cost economic and environmental accounting. Features of a sustainable university include a long-term perspective, a holistic outlook, acceptance of limits, focus on place and active involvement in problem-solving.
2. York will bring vision, scholarship, and high ethical standards to achieving and maintaining institutional leadership in sustainable operations and community engagement.
3. Progress will be monitored, and measurable goals will be explored and adopted where feasible.
  - a. York will draw upon the abilities and expertise of the university community to promote practices that maximize the beneficial effects and minimize the harmful impacts that may arise out of its operational, academic and research activities.

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- b. Priority will be given to identifying ways of improving the long-term quality and regenerative capacity of the environmental, social, and economic systems that support the University's activities and needs.
4. York will strive to be at the forefront of sustainability research and education and will use its capacity and expertise to promote sustainability within and beyond the University, with its alumni, governments, and the surrounding communities.
  - a. York will encourage the active engagement of all members of the university community in issues of sustainability and will support sustainability awareness in the greater community.
  - b. Priority will be given to developing opportunities to collaborate on sustainability initiatives among students, academic and administrative units across and beyond the University.

### **III. Review**

This policy shall be reviewed in two years.

### **IV. Responsibility**

5. The Board of Governors and all York faculty, students and staff members are responsible for acting in a manner that promote and support the objectives of this policy.
6. Each of the President and Vice-Presidents will be responsible for advancing sustainability within their respective areas. Each Division will include a reflection of their commitment to sustainability in their annual integrated resource plans.
7. The President's Sustainability Council (to be re-envisioned as the Sustainability Task Force) is an advisory body with responsibility for providing input and recommendations on how to advance York University's sustainability initiatives, projects, and practices that align with this policy. It is chaired by the Chief Sustainability Officer and serves as a pan-university forum for the President to ensure that the different dimensions of sustainability are integrated into strategies for a York-specific approach to sustainability.

# PRESIDENT'S KUDOS REPORT

JUNE 2023



York University's Keele Campus welcomed more than 10,000 guests and over 400 volunteers from May 27 to June 2, when the University hosted [Congress 2023](#) in partnership with the Federation for the Humanities and Social Sciences. The seven-day event – Canada's largest academic gathering – invited scholars, graduate students, policymakers and community members to identify and discuss the decisions we need to take today to build a better world for all, as part of the conference's theme "Reckonings and Re-imaginings." The event's success was thanks to the attendees, sponsors, organizers, volunteers, and the entire York University community who contributed to Congress 2023, including Academic Convenor Andrea Davis, Director of Congress 2023 Liz McMahan, and co-sponsors Provost & Vice-President Academic Lisa Philipps, and Vice-President Research and Innovation, Amir Asif.



In Spring 2023, Tamil Canadian, [Ramesh Venkatesa Perumal](#), achieved the distinction of being York's first PhD graduate in nursing. For a male in India in the 1980s to choose to be a nurse was highly unusual, but four decades and three continents later, Ramesh Venkatesa Perumal was completing York's program ahead of other candidates in his cohort. He has also mentored immigrants and nursing newcomers as the School's Internationally Educated Nurses coordinator.



York University continues to strengthen its position as a leader in creating a more sustainable and inclusive world, ranking among the world's top 40 universities for advancing the United Nations Sustainable Development Goals (SDGs), as revealed in the [2023 Times Higher Education \(THE\) Impact Rankings](#). This year's Impact Rankings include tougher competition with more submissions, bringing the total number of ranked universities to more than 1,500. York has demonstrated strong global standing in the following categories:

- SDG 1 – No Poverty (21st in the world)
- SDG 10 – Reduced Inequalities (25th in the world)
- SDG 11 – Sustainable Cities and Communities (12th in the world)

## APPOINTMENTS



Dr. [Marcia Annisette](#) has been appointed the role of vice-provost academic, commencing on January 1, 2024. Dr. Annisette is a full professor and was the founding director of the Master of Accounting program at the Schulich School of Business, where she has recently provided leadership as associate dean, academic and, prior to that, associate dean, students. She also brings a wealth of experience in collegial governance as a member of the Senate, the Senate Executive Committee, and other roles. Vice-Provost Academic Lyndon Martin has agreed to extend his term in this role until December 31, 2023, at which point he will take up an appointment as senior advisor on strategic academic program initiatives for a period of eighteen months, until June 30, 2025.



Spring Convocation at York University recognized ten changemakers with an honorary degree. [Honorary degree recipients](#) are recognized for their contributions to community building, their advocacy for social justice, and their philanthropy. As leaders, they offer words of encouragement, motivation and congratulations to graduands. Below are the honorary degree recipients in order of the Faculty ceremonies at which they were honoured:



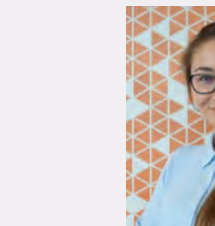
- Joan Andrew (LLD)
- Daniel Kahneman (DSc)
- Dr. Denis Mukwege (LLD)
- Dr. Cory Doctorow h.c. (LLD)
- Susur Lee (LLD)
- Ruth Lor Malloy (LLD)
- Shaun Loney (LLD)
- Nancy Archibald (LLD)
- Dr. Thomas Lee (LLD)
- The Honourable Michael Hopeton Tulloch (LLD)



Spring Convocation at York University recognized five instructors with a [President's University Wide Teaching Award](#). The purpose of the awards is to provide recognition for excellence in teaching, to encourage its pursuit, to publicize such excellence when achieved across the University and in the wider community, and to promote informed discussion of teaching and its improvement. The 2023 recipients are:



- Professor Katherine Bischooping, Department of Social Science in the Faculty of Liberal Arts & Professional Studies (Full-time tenured faculty with 10 or more years of full-time teaching experience)
- Professor Stephen Gennaro, Department of Communication Studies/Humanities in the Faculty of Liberal Arts & Professional Studies (Contract and adjunct faculty)
- Professor Andrea Kalmin, Department of Social Science in the Faculty of Liberal Arts & Professional Studies (Contract and adjunct faculty)
- Ms. Farwa Sajadi, Department of Biology in the Faculty of Science (Teaching assistant)
- Ms. Daphne Solis, Department of Mechanical Engineering in the Lassonde School of Engineering (Teaching assistant)





[Carl James](#), a professor and Jean Augustine Chair in Education, Community and Diaspora in the Faculty of Education at York University, was honoured with a Distinguished Research Professorship during the 2023 Spring Convocation. A Distinguished Research Professor is a faculty member who has made outstanding contributions to the University through research and whose work is recognized within and outside of the University. James is widely recognized for his research contributions in the areas of intersectionality of race with ethnicity, gender, class and citizenship as they shape identification/identity; the ways in which accessible and equitable opportunities in education and employment account for the lived experiences of marginalized community members; and the complementary and contradictory nature of sports in the schooling and educational attainments of racialized students.



[Marcia Anisette](#), a professor at the Schulich School of Business, was honoured with a University Professorship during the 2023 Spring Convocation. A University Professor is a member of faculty recognized for extraordinary contributions to scholarship and teaching and participation in university life. She previously served as associate dean, students and director of Schulich's Master of Accounting program, and was previously the School's associate dean, academic. Anisette is noted for having made extraordinary contributions to the University through her service, teaching and research.



Three York University graduates received this year's [Governor General Gold Medals](#), which recognize the outstanding scholastic achievements of graduate students in Canada. The Governor General awards are considered the highest honour earned by exemplary Canadian scholars throughout every level of academia. The 2023 recipients are:

- Lawrence Garcia, MA in Cinema and Media Studies
- Kathleen Dogantzis, PhD in Biology
- Aaron Tucker, PhD in Cinema and Media Studies



Three undergraduate students at York University have been awarded the [Governor General's Silver Medal](#). The medal recognizes the outstanding scholastic achievements of undergraduate students in Canada and is considered the highest honour earned by exemplary Canadian scholars throughout every level of academia. The 2023 recipients are:

- Christine Cooling, BA Communication & Media Studies program
- Ali Reza Samani, Department of Psychology
- Ariana Zunino, honours BA in criminology



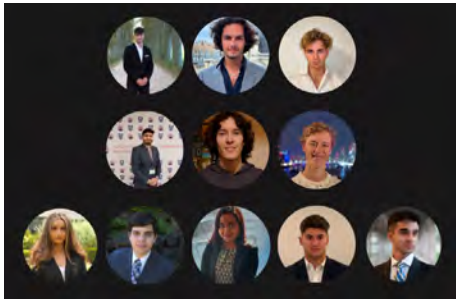




[Essete Makonnen Tesfaye](#), a new Faculty of Health graduate with a specialization in global eHealth, was awarded the Murray G. Ross prize in recognition of a catalogue of accomplishments over the course of her time at York. This award, established in 1962 in honour of York's first president, is presented annually to a graduating student for scholarship and outstanding contributions to undergraduate student life. In pursuit of a passion for a more holistic understanding of health and healthcare, Makonnen has garnered several awards prior to receiving the Murray G. Ross prize, including the Faculty of Health Gold Medal for Academic Excellence and Outstanding Leadership. In addition to being a President's Ambassador, she was a research assistant for Lora Appel, an assistant professor of health informatics and an adjunct researcher at Michael Garron Hospital.



[George Zhu](#) from York University's Department of Mechanical Engineering received a \$250,000 New Frontiers in Research Fund (NFRF) grant to conduct innovative research that explores metal manufacturing for space equipment using 3D and 4D printing in space to satisfy the actual demands of materials needed. Zhu will collaborate with fellow Lassonde School of Engineering mechanical engineering professors Alidad Amirfazli, Cuiying Jian and Aleksander Czekanski, and engage with the diverse fields of mechanical engineering research at York, including space instrumentation and robotics, molecular dynamics, metals and alloy materials and fluid mechanics.

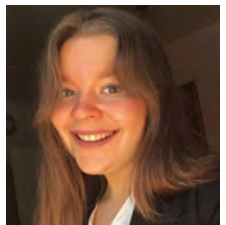


In late April, students from the Lassonde School of Engineering and the Schulich School of Business at York University pitched their business ideas as part of the [BEST Certificate's Entrepreneurship and Technology Ventures](#) course (ENTR4500). The ENTR4500 Pitch Presentations showcased a remarkable display of innovation and entrepreneurial spirit. Among the standout presentations were the winning pitches from the following two teams:

- Quest, BEST Impact Technology Award
- CogniSpace, BEST Impact Technology Award



Osgoode Hall Law School new graduate and member of Nipissing First Nation near North Bay, [Justin Thompson](#), was recently named a recipient of the \$10,000 John Wesley Beaver Memorial Award. John Wesley Beaver was a former chief of the Alderville First Nation in eastern Ontario who served as a fighter pilot in the Second World War and rose to become a high-ranking executive at Ontario Power Generation. The scholarship is offered annually by Ontario Power Generation through Indspire, a national Indigenous charity that invests in the education of First Nations, Inuit and Métis people. Thompson, who is the first in his immediate family to attend university, said the award also represents for him one more sign of hope that Indigenous youth and their communities can look forward to a brighter future after many generations of suffering under colonial oppression. His own great-grandmother, Agnes, was a residential school survivor.



President Rhonda Lenton established the [Robert Everett Exceptional Leadership in Student Governance Award](#) in 2018 to recognize and celebrate students and their impact on governance at York University. The award honours Robert Everett, a distinguished senior assistant secretary of York University who made extraordinary contributions to supporting University governance for nearly three decades. The University secretariat has announced that three students are recipients of this award for the 2022-23 academic year. The students are:



- Ana Kraljević, Glendon College/Collège universitaire Glendon, BA, bilingual (Hon.), double major in Canadian studies and études françaises/French studies
- Ariana Mah, Glendon College/Collège universitaire Glendon, BA, bilingual (Hon.), political science international bachelor of arts
- Yashna Manek, Faculty of Science, BA (Hon.), double major in mathematics for education and French studies



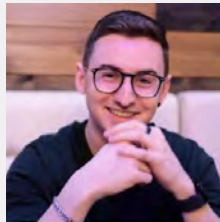
Professor [Philip Girard](#) is a co-recipient of the 2023 W. Wesley Pue Book Prize, awarded annually by the Canadian Law and Society Association (CLSA) for the best book on law and society published in the previous year in English or in French. This year's award, announced during the CLSA's annual meeting at Osgoode on May 27, honours *A History of Law in Canada Volume Two: Law for the New Dominion, 1867-1914*, co-written by Girard, Jim Phillips, a professor of law, history and criminology at the University of Toronto, and R. Blake Brown, a professor of history at St. Mary's University in Halifax. The book was published in 2022 by the University of Toronto Press and was designated as the 2022 members' book by the Osgoode Society for Canadian Legal History.



York University alum [Rosemary Sadlier](#), a founder of Black History Month in Canada, received an honorary degree from OCAD University on June 9. She was recognized for being at the forefront of countless initiatives aimed at educating the public on Black Canadian history. As a social justice advocate, researcher, writer, consultant and international speaker on Black history, anti-racism and women's issues, Sadlier served as the voluntary leader of the Ontario Black History Society (OBHS) for 22 years.



Justice [Patrick Monahan](#) has become the third former dean of Osgoode Hall Law School to be appointed to the Court of Appeal for Ontario, joining Justice Lorne Sossin and Supernumerary Justice James MacPherson. An Osgoode graduate and, later, a faculty member for more than two decades, Monahan served as dean of the law school from 2003 to 2009. He went on to become provost and vice-president academic of York University from 2009 to 2012 and deputy attorney general for Ontario from 2012 to 2017. He was appointed to the Superior Court of Justice of Ontario in 2017.



Each year, top graduating students from the Lassonde School of Engineering at York University are awarded the [Bergeron Medal by the Bergeron Entrepreneurs in Science and Technology](#) (BEST) program, which recognizes outstanding entrepreneurial achievement throughout their time at the School. This year, the award was presented to Nick Di Scipio and Megan Gran. Di Scipio, a mechanical engineering student, received his medal for a number of accomplishments, including completing both the BEST Certificate and BEST Co-op program. Gran, a space engineering student, has been an active participant in the BEST program throughout her degree, having engaged in various BEST initiatives and completed the BEST Certificate.



75 members from Toronto's Congolese community, and faculty members gathered at Glendon College on June 15th to celebrate honorary doctorate recipient Dr. [Denis Mukwege](#). Hosted by Glendon College Principal, Marco Fiola; Director of the Harriet Tubman Institute, Professor Gertrude Mianda; and Director Dahdaleh Institute for Global Health research, Professor James Orbinski; the evening featured a traditional Congolese dinner and music, as well as speeches and book signing. The event was a first of its kind for a few reasons, including: two Nobel Prize recipients at Glendon at once (Denis Mukwege and James Orbinski), and the first time Glendon College hosted Toronto's Congolese community, brought together to celebrate one of their own. Denis Mukwege is a world-renowned gynecologic surgeon who is the founder and medical director of Panzi Hospital in Bukavu, Democratic Republic of Congo. He is a leading global campaigner against sexual violence as a weapon of war, who received the Nobel Peace Prize in 2018.



The Faculty of Environmental & Urban Change (EUC) celebrated its inaugural [Changemakers Celebration](#), the first in-person event to commemorate the achievements of EUC educators since the program was formed in 2020, during the COVID-19 pandemic. The celebration marked the launch of the inaugural EUC Impact Report and lauded student researchers, volunteers and leaders. EUC recognized 50 graduate and 11 undergraduate students earning academic and research awards, including the EUC Research Award (EUCRA), Natural Sciences and Engineering Research Council of Canada (NSERC) awards, Social Sciences and Humanities Research Council (SSHRC) awards and many more. Award winners included:

- 2022 Dean's Changemaker Awards: William Anthony, Justin Chan, Thereza Eric, Samantha Navalta and Kaitlin Pal
- Dean's Teaching Award (faculty): Ilan Kapoor
- Dean's Teaching Award (graduate student): Nashwa Khan
- Dean's Staff Recognition Award: Joanne Huy
- Dean's Impact Leader Award: Nicki Hemmings



The President's Office (PO) Communications team and the Communications & Public Affairs Division (C&PA) at York University were recognized for best in class, receiving three [2023 CCAE Prix d'Excellence award\(s\)](#) (Canadian Council for the Advancement of Education). The winning PO team includes Krista Davidson, director of communications; Madeleine Laforest, social media and communications planning specialist; and Tina Dealwis, senior writer and communications specialist. Team members from C&PA included Robin Edmison, brand and marketing executive director; Jason Miller, digital marketing manager; Christie Lazo, digital specialis; and Sharon Ojelabi, social media specialist. The awards are:

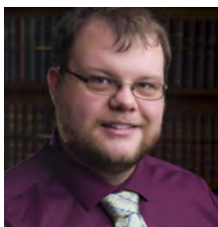
- Gold: Best Use of Social Media for our #MeetYU campaign (this is one of the reputational campaigns C&PA leads for the Integrated Communication and Marketing Council).
- Silver: #YorkUConvo in the Creativity on a Shoestring Category.
- Bronze: The President's Annual Report Best Website



[Woldegebriel Assefa Woldegerima](#), assistant professor in the Department of Mathematics and Statistics in the Faculty of Science, received nearly half a million dollars from the Canadian Institute of Health Research (CIHR) to better predict and assess future outbreaks of mpox and other zoonotic threats. He will use epidemiological and geospatial models including mathematical and artificial intelligence-based models to study epidemiology, transmission dynamics and immunology and intervention strategies to forecast the effectiveness of prevention and control strategies for mpox and other zoonotic diseases in Canada and around the world.



Faculty of Liberal Arts & Professional Studies Professors [Alison Halsall](#) and [Jonathan Warren](#) are nominees in this year's Eisner Awards at San Diego Comic-Con for their book *The LGBTQ+ Comics Studies Reader: Critical Openings, Future Directions*. The book is the first of its kind to honour work that emerged from and was influenced by the underground and alternative comix movements of the mid-1960s and examine its provocative current iterations and future directions.



The Canadian Institutes of Health Research (CIHR) awarded a \$412,000 grant to a research team, which includes Assistant Professor in Mathematics and Statistics [Iain Moyles](#) as co-principal investigator, that will analyze the influence of human behaviour in disease dynamics. Iain Moyles. Titled "Epidemiological modelling of behavioural impact on Mpox mitigation strategies," and led by Bouchra Nasri, an assistant professor in the Department of Social and Preventive Medicine at the Université de Montréal's School of Public Health, the project is part of an investment of \$6.35M from the Government of Canada to support 13 teams across Canada that will carry out national and global health research projects on mpox and other zoonotic threats.



York University's [Risk and Insurance Studies Centre](#) received a \$11M grant from the Natural Sciences and Engineering Research Council of Canada Alliance (NSERC), to develop better ways of managing risk and protecting Canadians from increasing threats, such as pandemics, climate catastrophes and financial crises. Professor Edward Furman of the Faculty of Science leads the team at the Risk and Insurance Studies Centre (RISC) that will use the grant over five years for a new program called New Order of Risk Management (NORM): Theory and Applications in the Era of Systemic Risk. NORM looks to address an acute need for a fundamental transformation in how people think about and manage that risk.



[Seven York University students](#) were among the nearly 100 participants from 13 universities across Canada to compete at the first-ever officially sanctioned model European Union (EU) in Ottawa from May 5 to 7. The two-day policy negotiation simulation invited undergraduate students from across the country with an interest in international and transatlantic relations. Department of Politics Associate Professor Heather MacRae nominated students from both the Keele and Glendon campuses for the simulation. Travelling with MacRae to Carlton University, which hosted the event, were Karmen Galamb, Lily Tureski, Colin Maitland, Phoung Tran-Vo, David Miranda, Anna Huusko and Juliette Castillo Martinez – many of whom recently completed the Debates in Contemporary European Union Politics (AP/GLBL 4517) senior undergraduate course, or other similar politics courses.



[Gabriel Appiah-Kubi](#), Lions receiver and social sciences student at York University, was drafted to the Edmonton Elks for the upcoming Canadian Football League (CFL) season. In addition to Appiah-Kubi's many noteworthy achievements, he most recently made waves at the inaugural New Era 2023 CFL invitational combine in March, where he placed first in three different events, tied for second in a fourth, and secured his spot at the following national CFL combine.



York University recognized the contributions of its employees who have worked at the University for 25 years or more during an Employee Service Recognition event on May 16. Interim Vice-President, Equity, People & Culture, Alice Pitt, presented long-serving employees with 25, 30, 35, 40, 45 and 50 years of service with a commemorative gift during the reception, which was held on the second floor of the Second Student Centre. See the full list of recipients [here](#). The honorees included two employees who were recognized for over 50 years of service:

- Fred Lazar, Associate Professor, Department of Economics, Faculty of Liberal Arts & Professional Studies
- Paul E Lovejoy, Professor, Department of History, Faculty of Liberal Arts & Professional Studies



The [Lassonde School of Engineering](#) received a \$250,000 bursary from Kenaidan Contracting that will go towards supporting undergraduate students enrolled in the Civil Engineering program. The Dr. Istvan Fogarasi Kenaidan Contracting Bursary will be available to all Lassonde students in the Civil Engineering program starting Fall 2023. Recipients must be Canadian citizens, permanent residents or protected persons; residents of Ontario; and demonstrate financial need. Preference will be to provide 50 per cent of the awards in any year to a female-identifying student.



[Mike Rose](#), management information coordinator in the Department of Student Recruitment and Admissions, received an Award of Excellence from the Ontario University Registrars' Association. He was recognized for supporting the registrarial community at York University for over 30 years and playing a pivotal role in supporting the admission of Ontario high school students. He ensures that the 101 admissions process is seamless, consistently meets timelines, and addresses the different needs required of York's 100+ programs.



The *Financial Times of London*, the historic daily business newspaper and premier rankings publisher for executive education programs worldwide, has named [Schulich ExecEd](#) the 30th best program of its kind in the world. This year's Financial Times ranking serves as a new highwater mark for Schulich ExecEd, which has steadily climbed Financial Times' rankings for the last few years, reaching rank 32 in 2022. Not only did Schulich ExecEd climb two ranks higher this year, it also defended its prior-attained status as the second-best executive education program throughout Canada.



York University Board of Governors member, [Loretta Lam](#), is a top 75 finalist in the 15th Annual Top 25 Canadian Immigrant Awards, presented by Western Union. Lam is a highly recognized marketing industry leader known for her foresight and passion for marketing, multiculturalism, diversity and inclusion. With three decades of professional experience, Lam held management and consultant positions at leading multinational firms Hill & Knowlton Canada and Ogilvy Asia before she founded Focus Communications Inc., an award-winning Canadian agency, offering strategic counsel and services on multicultural marketing, diversity communications, brand building and cross-cultural training to client corporations in North America.



It was a successful day on the golf course Wednesday, May 31 as York University [Athletics & Recreation](#) raised \$154,000 for athletic scholarships at the 20th annual Lions Cup, presented by TD Insurance. Nearly 100 golf enthusiasts convened at the Wyndance Golf Club in Uxbridge, Ont., coming together with a mission to extend financial assistance to student athletes. Notably, a number of York's current student athletes, who have similarly benefited from financial aid in their educational pursuits, actively interacted with the golfers. Organizers led a variety of events on the course, such as the accuracy challenge and the longest-drive competition, all the while embracing the opportunity to establish valuable connections with professionals in their respective fields of study.



Senior Scholar and Professor Emeritus [Juan Pascual-Leone](#) earned a Doctor Honoris Causa from the University of Valencia in Spain for his pioneering work in cognitive development. As a renowned developmental psychologist, he founded the neo-Piagetian approach to cognitive development and put forward key predictions about developmental growth of mental attention and working memory.



Associate Professor in Astronomy [Adam Muzzin](#)'s successful application to use NASA's James Webb Space Telescope (JWST) to explore the depths of the universe was one of 1,600 project proposals submitted. He was also one of only 11 out of 54 applying Canadian principal investigators to receive approval, and his is the second-largest successful Canadian program in terms of time granted – 44 hours – with the telescope.



Members of York University's [Cross-Campus Capstone Classroom \(C4\) team](#) were awarded the 2023 D2L Innovation Award in Teaching and Learning from the Society for Teaching and Learning in Higher Education (STLHE), which recognizes post-secondary collaborative teams for their innovative approaches to promoting student-centered teaching and learning. C4, launched in 2019, enables students to work on real-world challenges with social impact, promoting team-based collaboration, advanced research and design, critical and strategic thinking, and more. The award was bestowed on those associated with C4's innovative approach to pan-university interdisciplinary experiential education. The award winners included:

- Danielle Robinson, co-founder and academic co-lead of C4, as well as associate professor in the Department of Dance;
- Franz Newland, co-founder and co-lead of C4, as well as associate professor of Space Engineering;
- Rachele Campigotto, classroom coordinator assistant for C4 and contract faculty in the Faculty of Education;
- Dana Craig, Libraries liaison for C4 and director of student learning and academic success in the Libraries;
- Danielle Dobney, team culture strategist of C4 and assistant professor in Kinesiology and the Athletic Therapy Certificate program;
- Andrea Kalmin, curriculum lead, classroom coordinator for C4 and adjunct faculty in the Department of Social Science;
- Alice Kim, scholarship of teaching and learning (SoTL) research lead for C4 and interim assistant program head for Psychology at the University of Guelph-Humber; and
- Natasha May, Teaching Commons liaison for C4 and educational developer in York's Teaching Commons.



[Jinjun Shan](#), a professor and Chair of the Earth and Space Science and Engineering Department at York University's Lassonde School of Engineering, has been elected as a Fellow of the Canadian Academy of Engineering (CAE) in recognition of his outstanding work and research on space and autonomous systems. Each year, the CAE invites a small number of highly accomplished individuals demonstrating extraordinary contributions in engineering to become Fellows of their organization.



The Art Gallery of York University (AGYU) will host a special performance by York University PhD student [Erica Stocking](#) as part of MotherGinger Promenade, an exhibit running until December 2, 2023. The performance, which took place on June 10, charts a path through the emergence of fashion as a discipline within modernism in late 19th century Paris, its entanglement in rhythms and spaces of visibility, and the social and material conditions of movement. Inspired by early examples of public promenades (such as those on the Bois de Boulogne in Paris after its redevelopment as a social gathering point in the late 1800s) as spaces where economic, social and aesthetic interests come together in an event of looking and being seen, Stocking invites the audience to consider, "What is a closet and where can it take you?"



Following its fourth annual Workshop on Critical Social Science Perspectives in Global Health Research, York University's [Dahdaleh Institute for Global Health Research](#) awarded five researchers \$5,000 seed grants to further develop grant proposals and research programs that carry out critical global health research. All winners of the grants this year embody the critical social science perspectives in global health research that is representative of Dahdaleh's research themes: planetary health, global health and humanitarianism, as well as global health foresighting. The recipients – largely representing the School of Global Health – and their projects are:

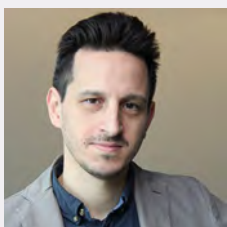
- Syed Imran Ali, research Fellow in global health and humanitarianism, and Stephanie Gora, assistant professor in civil engineering, will explore community-based participatory water quality monitoring for safe water optimization in the Canadian North.
- Chloe Clifford Astbury, postdoctoral researcher in the School of Global Health, will pursue mining, health and environmental change by using systems mapping to understand relationships in complex systems.
- Godfred Boateng, assistant professor, director of the Global and Environmental Health Lab, and faculty Fellow at the Dahdaleh Institute, is studying Black anxiety with an exploratory and intervention look at Black families with children in and out of the criminal justice system in Canada.
- Ahmad Firas Khalid, faculty Fellow in the Faculty of Health, will use experiential simulation-based learning to increase students' ability to analyze increasingly complex global health challenges through a mixed methods study.
- Gerson Luiz Scheidweiler Ferreira, a postdoctoral Fellow at Dahdaleh will examine how to break barriers to sexual and reproductive health by empowering Venezuelan refugee women in Brazil's resettlement process.



An international team of researchers, including York University Assistant Professor [Elizabeth Clare](#), has found that data in the form of environmental DNA (eDNA) is being collected globally by ambient air quality monitoring stations. The discovery is a game-changer for global efforts to protect and promote biodiversity.



[Dennis N. York](#), associate director of digital and experiential education at the York University School of Continuing Studies, was the recent recipient of the We Rise Together Award in Innovation from the Duolingo English Test for the School's animated instructional video series, "Not So Far From Home: Canadian Culture Series".



A new website and travelling exhibit that explores the past and present of Canada's Portuguese diaspora was developed by York University faculty member [Gilberto Fernandes](#). Fernandes is currently a research associate at the Robarts Centre for Canadian Studies and was recruited by the Portuguese Embassy in Canada to create the project. The website, titled "Movimento Perpétuo: The Portuguese Diaspora in Canada," was officially launched on June 1, coinciding with the beginning of Portuguese Heritage Month in Canada and the upcoming 70th anniversaries of the establishment of Portugal Canada diplomatic relations (1952) and the beginning of Portuguese mass migration to Canada (1953).



The [Science Engagement Programs](#) (SEP) team partnered with Main Street Markham to host the Faculty of Science's 15th Science Rendezvous, which included more than 50 volunteers, 2,000 participants, and internal and external collaborators. The Mayor of Markham Frank Scarpitti declared May 13, 2023 as Science Rendezvous Day and presented the certificate to Biology Professor Robert Tsushima, one of the original organizers of Science Rendezvous.



[Carl James](#), a professor and Jean Augustine Chair in Education, Community and Diaspora in the Faculty of Education at York University, received funding for "Bridging the gap in regenerative medicine for African, Caribbean and Black (ACB) communities," a project that will promote greater equity in regenerative medicine research and clinical practice. With Dr. Istvan Mucsi of University Health Network, James will lead a team that received a collective \$1 million from Medicine by Design (MBD), a strategic hub for regenerative medicine research at the University of Toronto. The project sprung from a series of workshops organized by MBD's Convergent Working Group, which aspires to gather diverse perspectives across the field of medicine.



[Karen Valihora](#), graduate program director and associate professor in the Department of English, purchased *The Picton Gazette*, a Prince Edward County historic weekly with the intent of continuing its community-building legacy. *The Picton Gazette*, first published as the Hallowell Free Press in 1830, had been owned by Jean Morrison, and her husband, since 1977. After her husband passed away in 1978, she became one of the only female newspaper publishers in Canada. Morrison remained in her role until she passed away at the age of 97 in 2019. Since that time, the *Gazette* has been managed by the Morrison adult children and a dedicated staff, until they decided to sell in 2022.



A selection committee from the President's Sustainability Council identified four projects that advance climate action at the University for the second round of funding from York's [Sustainability Innovation Fund](#) (SIF). The winning projects reflect various ways to utilize the campus as a living lab and address direct or indirect emissions through activities such as commuting, energy use, food consumption, waste management, behaviour change, awareness and engagement, and nature-based solutions. The four winning projects are:

- Living Learning Community – Sustainability, Project team: Aaron Brown and Melanie Howard, Residence Life, Division of Students
- York University Composting Centre, Project lead: John Simoulidis; Project team: Andrew Maxwell (Lassonde School of Engineering), Dean J.J. McMurtry (Faculty of Liberal Arts & Professional Studies (LA&PS)), Dean Alice Hovorka (Faculty of Environmental & Urban Change (EUC)), Tom Watt (Ancillary Services), Calvin Lakhani (EUC), Mark Winfield (EUC), Karl Karvonen (Facilities Services), Sabine Dreher (Glendon College), Nicolas Cabal (student), Ronon Smith (student), Sabrina de Losada Casab (student)
- Green Career Fair: Exploring Climate Careers to Achieve Net Zero, Project leads: Lauren Castelino, Joanne Huy and Rosanna Chowdury (EUC)
- Determining the merits of large battery electricity storage at York University, Project lead: Tim Hampton (EUC); Project team: Mark Winfield (EUC), Hany Farag (Lassonde), Steven Prince (Facilities Services)





YSpace Entrepreneur in Residence (EiR) [Daniel Bartek](#)'s beverage manufacturing company Ace Beverage Group has been acquired for \$165 million by the global brand Coby Spirit and Wine Limited/Pernod Ricard. YSpace's EiRs are all successful entrepreneurs who have experience building and growing their companies, who have specialized in different fields, such as sales, marketing, finance, analytics and more. They host bi-weekly office hours, acting as resources to provide advice and guidance to YSpace startups.



The [Educational Space Science and Engineering CubeSat Experiment](#) (ESSENCE) Satellite successfully launched from the Kennedy Space Center's launch complex on June 5, 2023. This achievement is a testament to the hard work and dedication of York University's team of undergraduate students who have been involved with this mission.



A total of 16 awards were given to teams of upper-year students based on their presentations at [Capstone Day](#), an annual showcase hosted by the York Capstone Network (YCN) and the Lassonde School of Engineering. Capstone Day offers upper-year students the chance to share capstone and pre-capstone projects focused on the United Nations Sustainable Development Goals (SDGs) with fellow students, faculty members and off-campus project partners. The full list of awards and project titles are:

- Engineering Capstone Prize: "Smart Nordic Walk" by ENG Team 21 – The Pole Walkers
- Honorable Mention: "Drone Range Extension (D.R.E.)" by Team 36a – Aerial-Electro-Claw
- CIVL GeoSolv Innovation & Sustainability Award: "Timber Pedestrian Bridge" by Team 7 – Sapling Solutions
- CSCE – CSCE National Capstone Design Competition Nominee: "Integrated Water Systems Design at Downsview Taxiway West District" by Team 2 – IRD Engineering
- CIVL: Student Choice Award: "Integrated Water Systems Design at Downsview Taxiway West District" by Team 2 – IRD Engineering
- Technology Impact Award (BEST Lab): "Modular Smart Home" by ENG Team 38 – Modular Smart Home
- Technology Impact Award (BEST Program for C4): "Nordic Walking Poles" by Team BE
- Office of Alumni Engagement, Alumni EDI Award: "DiaSol" by Team CA
- Office of Alumni Engagement, Alumni Engagement Award: "Sustainable 7" by Team AF
- YSPACE General Innovation Award: "Building Cents" led by Munzungu Nzeyedio, Team BC
- YSPACE Black Entrepreneurship Alliance Award: "Financial Education" led by Bobby Lewis, Team BI
- C4 Community Impact Award (Positive Change Initiative): "ECO6IX" by Team Cj and "YU Waste" by Team AD
- C4 Pivot Award: "The Pivoteers" by Team BB and "DiaSol" by Team CA
- C4 Partner Choice Award: "RydUp" by Team AB

# Student Representative Roundtable (SRR)

DAVID SEMAAN  
BOARD OF GOVERNORS  
JUNE 2023

YORK 





**SRR was created as a forum for dialogue and to provide advice on important issues to the Vice-Provost, Students.**

**The Roundtable is an opportunity for student leaders, key staff, and governance members to discuss ideas and formulate solutions that improve the student experience and the quality of life on campus.**

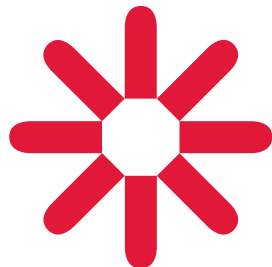
## 2022-2023 Meetings

- Met a total of 7 times during Fall/Winter 2021-2022
- 90 minute meetings
- Pivoted to remote format during COVID-19
- 25 to 30 members in total
- **Co-Chairs**
  - Vice-Provost, Students
  - Student Member of the York University Board of Governors



**SRR meets monthly in the fall/winter academic term except during the exam period (December & April)**

# Membership Breakdown



- College Council
- Faculty Council/Student Groups
- Central Student Governments
- York Community Members



# 2021-2022 Key Topics of Discussion/Consultation

Return to campus

Food insecurity

Student engagement for governance recruitment: elections processes for the board

TUUS: space use

Freedom of Expression: A Case Study Simulation

International Students Health Concerns

International Student's funding concerns

SR4 regulations





**Thank You**  
Questions?

## ACADEMIC RESOURCES COMMITTEE

# Report to the Board of Governors

at its meeting of June 27, 2023

The Academic Resources Committee met on June 2, 2023, and makes this report to the Board for information.

### 1. Provost's Items

#### a. Glendon Revisioning Update

The Committee received an update from Provost & Vice President Academic Lisa Philipps on the Glendon revisioning exercise which began in Fall 2021, to address the decline in enrollment over the past years. As the revisioning exercise continues, additional marketing and recruitment efforts in local high schools and internationally have resulted in modest progress for Fall 2023, particularly with 105 International applicants. Provost Philipps spoke to new curricular initiatives at Glendon including an option to do a BA with more moderate language requirements, a new common core curriculum, and expanded work placement for credit program. Other activities in the revisioning exercise include ongoing work towards degree harmonization which looks at streamlining course requirements and aligning programs more closely with Glendon's distinctive value proposition, and academic unit restructuring to streamline administrative costs and promote more interdisciplinary development and sharing of curricula. The Committee acknowledged the work and effort that has been done, noted the opportunities at Glendon and offered suggestions.

#### b. Rankings Performance Update

The Committee received THE Impact Rankings 2024 performance which was recently released where York placed 40<sup>th</sup> out of 1,600 competing institutions. York also placed in the top 100 in the world in 9 of the 17 SDGs in the following categories: SDG Goal 10 - reduced inequalities; SDG Goal 11 - sustainable cities & communities and SDG 12 - responsible consumption & production.

#### c. Highlights of Progress Achieved on the UAP, 2022-2023

The Committee received highlights on the 2022–2023 progress toward the UAP which included:



- Developments related to the proposed School of Medicine where active discussions with the Province continue.
- The implementation of a renewed Strategic Enrolment Management framework where early indicators are showing positive results.
- Progress made towards 21<sup>st</sup> Century Learning by reinventing programs to meet emerging issues and labour market needs, as work continues on the Future of Pedagogy.
- Initiatives that encourage lifelong learning through micro-credentials and non-degree programs, where York remains a leader in Ontario.
- Ongoing student support services such as mental health resources and the expansion of the Black Excellence Program.
- The launch of York’s Global Engagement and Internationalization Strategy.
- The successful hosting of Congress 2023 which drew over 10,000 attendees including scholarly associations, community members, and local high school students.

## **2. Vice-President Research and Innovation Items**

Vice President Research and Innovation Amir Asif presented the year end retrospective of York’s research and innovation.

- a) Overview of York’s Canada First Research Excellence Fund (CFREF) successful grant: Connected Minds: Neural & Machine Systems for a Healthy, Just Society

*Connected Minds* is a \$318.4-million, interdisciplinary, first-of-its kind research project that aims to co-create and co-lead socially responsible, community engaged research that produces innovative technologies, policies, and regulations that optimize the benefits and mitigate the risks of the new techno-social collective. It advances the understanding of relationships between human minds and machines, and how technologies can evolve in a socially responsible way for the benefit of society. Launched in May and in partnership with Queens University, *Connected Minds* focuses on inclusive technology research and will fund 35 strategic faculty hires, partner-focused seed, team, and prototyping grants, knowledge mobilization and commercialization activities, and an ambitious multi-institutional micro-credential training program with 385 trainees and cross-sector stakeholders. Experts across various fields will focus on how emerging technology is transforming society and work to find a balance between the identified risks and benefits for humanity. This positions York as a national leader in creating and adopting scientific and technological

innovation and an agent of change in the promotion of a healthy and just techno-social collective.

b) Top 10 Research Excellence Initiatives: Current Status and Future Plans

The Committee received highlights on the 2022–2023 progress toward the University Strategic Research Plan, which included:

- Record level of total sponsored research income reaching \$112M with a 5.6% increase over the previous year.
- The most notable research success is *Connected Minds*, the single largest external research grant ever received by the University.
- Launched six new Organized Research Units as interdisciplinary research centres in areas of strategic importance to the University, including AI, neuroscience, disaster & emergency management, one water, and technoscience and society.
- The completion and approval of the 2023-2028 Strategic Research Plan.
- \$4.05M research funds distributed under the Catalyzing Interdisciplinary Research Clusters initiative.
- Developed the Commercialization Strategy and Annual Commercialization Plan under the Provincial Commercialization Mandate Policy Framework for enhancing commercialization and innovation activities at the University.
- Advancing the research plans for a York School of Medicine and Vaughan Healthcare Precinct.
- Development of research clusters, namely AI & Society, FineTech, Digital Cultures, and Public Policy for the Markham Campus, including the hiring of four Ontario Research Chairs focused on public policy research.
- Strengthened commitment to decolonizing research by supporting Indigenous research excellence, Black scholarship, and intersectionality research.
- Growing entrepreneurial programming and visibility in York Region and beyond.

*Antonio Di Domenico, Chair*

## Board of Governors

### Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Academic Resources Committee

Date: 27 June 2023

Subject: June 2023 Report on Appointments, Tenure and Promotion

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### Recommendation:

**The Academic Resources Committee recommends that the Board of Governors concur with the President's June 2023 report on appointments, tenure and promotion as set out in Appendices A and B.**

### Rationale:

This report covers appointments recommended since the Committee and Board met in November along with recent tenure and promotion decisions. The President confirms that tenure and promotion decisions followed due process and that the advice of the appropriate bodies was considered. Appointments have been made in support of existing activities and strengths, and to further strategic objectives.

The final column of the appointments tables identifies the nature of the funding, which can take the form of regular replacements funded by Faculties or the York University Libraries, appointments in new areas that are Faculty-funded, institutionally supported strategic hires, or endowed chairs and professorships.

**Recommendations for Promotion to Full Professor**

<b>Name</b>	<b>Faculty</b>	<b>Unit (If Applicable)</b>	<b>Highest Degree (University)</b>	<b>Specialization(s)</b>
Bayfield, M (M)	Science	Biology	PhD (Brown)	Molecular biology and biochemistry
Birch, K (M)	Environmental and Urban Change		PhD (Oxford Brookes)	Economic geography, science and technology studies and economic sociology
Canefe, N (F)	Liberal Arts and Professional Studies	Political Science	PhD (York)	Critical human rights, forced migration studies; state criminality
Choi, T (F)	Liberal Arts and Professional Studies	English	PhD (California, Berkley)	2010-century British literature and science
Czekanski, A (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Toronto)	Computational Solid mechanics, optimization and computer simulations
Davis, A (F)	Liberal Arts and Professional Studies	Humanities	PhD (York)	Black cultures of the Americas
El Morr, C (M)	Health	School of Health Policy	PhD (Université de Technologie de Compiègne)	Biomedical engineering
Flora, D (M)	Health	Psychology	PhD (North Carolina, Chapel Hill)	Quantitative methodology
Goldstein, D (M)	Liberal Arts and Professional Studies	English	PhD (Stanford)	Early modern literature; creative writing; poetry
Khanlou, N (F)	Health	School of Nursing	DPhil (McMaster)	Nursing; women’s health; community based mental health promotion
Kipfer, S (M)	Environmental and Urban Change		PhD (York)	Comparative urban politics and social theory

<b>Name</b>	<b>Faculty</b>	<b>Unit (If Applicable)</b>	<b>Highest Degree (University)</b>	<b>Specialization(s)</b>
Kuk, J (F)	Health	School of Kinesiology & Health Science	PhD (Queen's)	Epidemiology
Saxton, G (M)	Schulich School of Business	Accounting Area	PhD (York)	Accounting
Wahab, A (M)	Liberal Arts and Professional Studies	Gender, Sexuality and Women's Studies	PhD (Toronto)	Gender, sexuality
Winton, S (F)	Education		(OISE Toronto)	Educational leadership & policy

### **Recommendations for Tenure and Promotion to Associate Professor**

<b>Name</b>	<b>Faculty</b>	<b>Unit (If Applicable)</b>	<b>Highest Degree (University)</b>	<b>Specialization(s)</b>
Adam, S (M)	Health	School of Nursing	DPhil (Toronto)	Critical mental health and critical theory and qualitative methodology.
Appel, L (F)	Health	School of Health Policy & Management	PhD (Rutgers)	Health informatics
Atefi-Monfared, K (F)	Lassonde School of Engineering	Civil Engineering	PhD (Waterloo)	Geotechnical engineering
Brubaker, M (M)	Lassonde School of Engineering	Electrical Engineering &	PhD (Toronto)	Computer vision and machine learning
Cheng, J (M)	Health	Psychology	PhD (British Columbia)	Social psychology

<b>Name</b>	<b>Faculty</b>	<b>Unit (If Applicable)</b>	<b>Highest Degree (University)</b>	<b>Specialization(s)</b>
Chung, J (F)	Liberal Arts and Professional Studies	Philosophy	PhD (Yale)	Epistemology and philosophy of language
Cooper, T (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (ETH Zurich)	Renewal energy
Ebrahimi, S (F)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (McMaster)	Business administration, management information
Freud, E (M)	Health	Psychology	PhD (Ben-Gurion)	Neuroimaging; visual perception
Hanson, R (M)	Lassonde School of Engineering	Mechanical Engineering	PhD (Toronto)	Fluid dynamics
Jian, C (F)	Lassonde School of Engineering	Mechanical Engineering	PhD (Alberta)	Mechanical engineering
Moyles, I (M)	Science	Mathematics and Statistics	PhD (British Columbia)	Applied mathematics; modelling
Nielsen, E (F)	Liberal Arts and Professional Studies	Social Science	PhD (British Columbia)	Gender, race, sexuality and social justice
Petronijevic, U (M)	Liberal Arts and Professional Studies	Economics	PhD (Toronto)	Public economics, economics of education
Podolsky, M (M)	Liberal Arts and Professional Studies	School of Human Resource Management	PhD (McMaster)	Human resource & organizational behavior
Prasad, G (F)	Education		PhD (OISE Toronto)	Language and literacy education
Ricci, A (F)	Glendon	History	PhD (McGill)	Canadian immigration, social movements, women history

<b>Name</b>	<b>Faculty</b>	<b>Unit (If Applicable)</b>	<b>Highest Degree (University)</b>	<b>Specialization(s)</b>
Richards, D (M)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (The Open University)	Finance
Roudier, E (F)	Health	School of Kinesiology & Health Science	PhD (Université Joseph Fourier)	Biology and biomedical sciences
Stiegman, M (F)	Environmental and Urban Change		PhD (Dalhousie)	Indigenous rights and knowledge systems, food sovereignty and justice movements
Tabassum, H (F)	Lassonde School of Engineering	Electrical Engineering & Computer Science	PhD (King Abdullah)	Wireless communications; communication networks
Tandon, N (M)	Lassonde School of Engineering	Earth and Space Science and Engineering	PhD (Columbia)	Applied Physics & applied mathematics
Tusikov, N (F)	Liberal Arts and Professional Studies	Social Science	PhD (Australian National)	Sociology, regulation and global governance

### Recommendations for Promotion to Associate Professor Teaching Stream

<b>Name</b>	<b>Faculty</b>	<b>Unit (If Applicable)</b>	<b>Highest Degree (University)</b>	<b>Specialization(s)</b>
Cauthery, B (F)	Arts, Media, Performance and Design	Dance	PhD (Surrey)	Dance Studies
Challal, S (F)	Glendon	Mathematics	PhD (Metz University-France)	Partial differential equation
El-Sheikh, T (M)	Arts, Media, Performance and Design	Visual Arts & Art History	PhD (McGill)	Islamic/middle eastern studies
Iacobelli, S (F)	Liberal Arts and Professional Studies	School of Administrative Studies	PhD (York)	Business law and tax policy
Kwan, A (F)	Liberal Arts and Professional Studies	School of Administrative Studies	MMPA (Toronto)	Management Accounting
Lamaison, C (F)	Glendon	Language Training Centre for Studies in French	PhD (Toronto/OISE)	The Francophone black; Atlantic, francophone cultural studies
Valencia, M (M)	Glendon	English	PhD (Toronto/OISE)	Language and literacies education



**Table a1 2023-24 Recommendations for Appointment – Full-Time Faculty Members<sup>1</sup> (since the meeting of November 18, 2022)**

<b>Name</b>	<b>Unit, Field</b>	<b>Rank, Stream</b>	<b>Highest Degree</b>	<b>Research Agenda/Specialization</b>	<b>Funding</b>
<b>AMPD</b>					
Campbell, Jessica	VA&AH, Expanded Drawing	Assistant Professor, PC1 (professorial)	MFA, Painting and Drawing (School of the Art Institute of Chicago, 2014)	Ms. Campbell comes to York with a thriving studio practice and an impressive exhibition record. Her expansive drawing practice includes illustration, abstract and conceptual work, as well as sequential drawing, animation and graphic narrative. She also has extensive university-level teaching experience in drawing.	Faculty Funded
Chau, Jackie	Theatre & Performance, Design for Performance	Assistant Professor, PC1 (professorial)	MFA, Theatre (Northwestern, 2004)	Ms. Chau comes to York with over 20 years of professional experience as a leading costume and scene designer for stage and film in Canada. She is currently teaching as an instructor at the University of Toronto.	Faculty Funded
Davis, Melissa	Music, Vocal Performance	Assistant Professor, PC1 (professorial)	DMA, Vocal Performance and Literature (Illinois at Urbana-Champaign, 2013)	Dr. Davis comes to us as an Assistant Professor and Director of the Music Program at Tyndale University. She brings with her extensive experience as a concert soloist, opera singer, choral conductor and vocal teacher, as well as experience in developing curriculum. This appointment is a dedicated Black position.	Faculty Funded
Johnson, Sue	Cinema and Media Arts, Film Production	Assistant Professor, PC1 (professorial)	MFA, Documentary Media (Toronto Metropolitan University, 2010)	Ms. Johnson comes to us from Toronto Metropolitan University, where she has been a lecturer since 2017. She is an accomplished filmmaker with a wide-ranging list of projects, including fiction, documentary, and experimental works and participation on leading Canadian films.	Specially Funded
Montanari, Fabio	Cinema and Media Arts, Screenwriting & Transmedia Storytelling	Assistant Professor, PC1 (professorial)	MFA, Film (Columbia, 2016)	Mr. Montanari is a Fulbright scholar and has taught screenwriting and other courses at Columbia University, Barnard College and the Academia Internacional de Cinema in Brazil. He has worked as a creator and showrunner on his own television series, as well as a top-level screenwriter in the TV and film industry.	Faculty Funded

<sup>1</sup> All appointments effective July 1, 2023 except where indicated in the Name column.

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, CFREF VISTA, etc.

\*PhD not completed at the time of hiring. Formal appointment at rank of Lecturer until doctorate is completed, at which point the rank is converted automatically to Assistant Professor.

<b>EDUCATION</b>					
Hupfield, John	Indigenous Education	Assistant Professor, PC1 (professorial)	PhD, Education (York, 2023)	Dr. Hupfield has played a significant role in the development of the Waaban Indigenous Teacher Education program within York's Faculty of Education. He has a well-articulated research program focused on examining connections between Indigenous movement as a means of recentring Anishinaabeg pedagogies and praxis towards Land, place, language, and embodied knowledge. This appointment is a dedicated Indigenous position.	Faculty Funded
Ott, Mary	Literacy in Early Childhood Education	Assistant Professor, PC1 (professorial)	PhD, Education (Western, 2020)	Dr. Ott comes to us from Western University, where she is an Assistant Professor (limited duties), as well as a collaborator on a SSHRC Insight Grant. Dr. Ott has 12 years of experience as an elementary teacher, in addition to being an experienced teacher educator and teaching courses in language and literacies. Her research focuses on contemporary pedagogies in elementary education and multiliteracies.	Faculty Funded
<b>HEALTH</b>					
Aitken, Madison	Psychology, Child and Youth Mental Health Intervention	Assistant Professor, PC1 (professorial)	PhD, School and Clinical Child Psychology (Toronto, 2016)	Since 2022, Dr. Aitken has been a Scientist at the Cundill Centre for Child and Youth Depression, CAMH and has held a status only appointment as an Assistant Professor in the Department of Psychiatry at the University of Toronto since 2018. Dr. Aitken's research profile involves transdiagnostic approaches to studying youth pathology, interventions for children and youth, and ways to improve outcomes of therapy.	Faculty Funded
Amis, Faith	Nursing, Maternal Newborn Health	Assistant Professor, Teaching Stream, PC1	MPH (Liverpool, 2020)	Ms. Amis earned her Master of Public Health from Liverpool University, where she focused on Nursing Best Practice Guidelines. Her intention is to complete a Master of Nursing in 2024 followed by a PhD. She is currently a sessional instructor in the Collaborative BScN Program at McMaster University and over the last three years has taught courses such as Social Determinants of Health, Community Nursing, Global Health, and Health Research Methodology.	Faculty Funded
Coatsworth-Puspoky, Robin	Psychology, Health Aging	Assistant Professor,	PhD, Nursing (Alberta, 2022)	Dr. Coatsworth-Puspoky is currently teaching at the School of Health, Community Services and Creative Design at Lambton College. Her extensive clinical expertise and experience in geriatric and geriatric mental health	Faculty Funded

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		PC1 (professorial)		settings, including her role as a Geriatric Mental Health CNS, informs her program of research in the area of older adults and aging and geriatric mental health.	
Haghiri-Vijeh, Roya	Nursing, Community Health Nursing	Assistant Professor, PC1 (professorial)	PhD, Nursing (Victoria, 2022)	Dr. Haghiri-Vijeh comes to us as a professor in the Collaborative Nursing Degree Program at Centennial College. She is building a clear program of research on 2SLGBTQI migrant populations, with a particular focus on this population's interactions within the Canadian health care system and identifying gaps in care and areas of intervention.	Faculty Funded
Killackey, Tieghan	Nursing, Acute Complex Care	Assistant Professor, PC1 (professorial)	PhD, Nursing (Toronto, 2020)	Dr. Killackey is currently a Postdoctoral Research Fellow at The Hospital for Sick Children. Dr. Killackey's research approaches include critical qualitative approaches, patient-oriented research, SPOR, family engaged research and relational inquiry examining autonomy in decision making.	Faculty Funded
Paris, Michael	Kinesiology, Rehabilitation and Human Muscle Performance	Assistant Professor, PC1 (professorial)	PhD, Kinesiology (Waterloo, 2021)	Dr. Paris is currently an NSERC supported Postdoctoral fellow at the University of Western Ontario in the Faculty of Health Sciences. Dr. Paris' research focuses on understanding the neuromuscular determinants of muscle function in sarcopenic older adults, particularly in the context of neuromuscular adaptations following exercise rehabilitation interventions to improve mobility.	Faculty Funded
Rodrigo, Achala	Psychology, Clinical Neuroscience and Neuropsychology	Assistant Professor, PC1 (professorial)	PhD, Clinical Psychology (Toronto, 2022)	Dr. Rodrigo is currently in supervised practice as a clinical and clinical neuropsychology fellow having completed a clinical neuropsychology fellowship at St. Joseph's Healthcare in Hamilton. Dr. Rodrigo's program of research investigates the interaction of executive functioning and social cognition using behavioural and neuroimaging methods.	Specially Funded
Ventura, Nicole	Kinesiology, Human Anatomy and Physiology Discipline	Assistant Professor, Teaching Stream, PC3	PhD, Anatomy and Cell Biology (Queen's, 2015)	Dr. Ventura has held various contract faculty positions since 2015 and currently holds a limited term contract teaching position at McGill University. She has extensive experience teaching human anatomy to both health science and health professional students. Dr. Ventura shows a strong commitment to pedagogy, including incorporation of multiple technologies and strategies to enhance student understanding.	Faculty Funded

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LA&PS					
Archakov, Ilya	Economics, Econometrics	Assistant Professor, PC1 (professorial)	PhD, Economics (European University Institute, 2016)	Dr. Archakov holds a Postdoctoral Research position in the Department of Statistics and Operations Research at the University of Vienna. His areas of research are in multivariate and high dimensional econometrics. The central element in his current research develops a new approach for calculating a high dimensional correlation matrix in econometrics.	Specially Funded
Barua, Rukmini	History, South Asia in the 19 <sup>th</sup> /20 <sup>th</sup> Centuries	Assistant Professor, PC1 (professorial)	PhD, History (Göttingen, 2016)	Dr. Barua comes to us as a postdoctoral researcher at the Max Planck Institute for Human Development in Berlin. Dr. Barua studies the shaping of working-class experience and agency through the intersections of religion, caste, and gender. Her work builds on and contributes to three methodological fields: urban exclusion and the production of space, oral history, and the history of emotions.	Faculty Funded
Bhat, Sheetala	English, World Drama	Assistant Professor, PC1 (professorial)	PhD, English (Western, 2022)	Dr. Bhat comes to us from the University of Ottawa where she currently holds a Postdoctoral Fellowship. She specializes in contemporary South Asian drama, diaspora theatre studies, feminist and queer performance in India, and Indigenous theatre in Canada.	Faculty Funded
Dadawala, Vikrant (1-Jul-24)	English, Literatures of the Global South	Assistant Professor, PC1 (professorial)	PhD, English Literature (Pennsylvania, 2021)	Dr. Dadawala comes to us as a postdoctoral lecturer in History and Literature at Harvard University. He specializes in post-colonial studies, South Asian literature and cinema, the global Cold War, and migration and diaspora studies.	Faculty Funded
El Nabolsy, Zeyad	Philosophy, Africana Philosophy	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Africana Studies (Cornell, 2023)	Mr. El Nabolsy expects to complete his PhD in Africana Studies in May 2023. His research foci include Modern African Philosophy, History and Philosophy of Race, History and Philosophy of Science, Classical German Philosophy (especially Kant and Hegel), and Philosophy of Culture (especially theories of modernity).	Faculty Funded
Feltes, Emma	Anthropology, Public Anthropology	Assistant Professor, PC1 (professorial)	PhD, Socio-Cultural Anthropology (UBC, 2021)	Dr. Feltes currently holds a Post-Doctoral Fellowship at Cornell University. Dr. Feltes is a legal, political, and public anthropologist specializing in human and constitutional rights, decolonization, and climate change. Dr. Feltes is committed to pursuing research that serves anticolonial and environmental struggle, and producing work that provides a critical perspective on Aboriginal law, international law, and climate policy.	Faculty Funded

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Guo, Yanran	Economics, Macroeconomics	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Economics (North Carolina, 2023)	Ms. Guo expects to complete her PhD in Economics in Summer 2023. Ms Guo works in the area of macroeconomics of inequality, with a special focus on income taxation on the top income earners.	Specially Funded
Hasan, Nadia	Gender, Sexuality & Women's Studies, Gender and Islamophobia	Assistant Professor, PC1 (professorial)	PhD, Political Science (York, 2015)	Dr. Hasan has been the Chief Operating Officer of the National Council of Canadian Muslims since 2017. Her research focuses on systemic racism and Islamophobia in legal, administrative, and discursive regimes and its relation to Muslim life.	Faculty Funded
Javdan, Mohsen	Administrative Studies, Management Information Systems	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Information Systems (McMaster University, 2023)	Mr. Javdan expects to complete his PhD in Information Systems in Summer 2023. His research interests include technology adoption, digital transformation, and social analytics with his doctoral dissertation examining the implementation of big data analytics in SMEs from the perspectives of managers and data analysts.	Specially Funded
Kaul, Kate	Writing, Critical Disability & Writing	Assistant Professor, Teaching Stream, PC1	PhD, Social and Political Thought (York, 2023)	Ms. Kaul expects to receive her PhD in Social and Political Thought in Spring 2023. Ms. Kaul's research combines critical disability theory, disability rhetoric, and accessible teaching and learning. She is the Accessibility Specialist in the LA&PS Writing Centre where she works individually with students with accommodation on their writing.	Faculty Funded
Kettig, Thomas	Linguistics	Assistant Professor, PC1 (professorial)	PhD, Linguistics (Hawai'i at Manoa, 2021)	Dr. Kettig is currently a postdoctoral research associate at the University of York. He has a strong record in sociolinguistic research and teaching in quantitative methods and analysis. Dr. Kettig's dissertation work on the phonetics and acoustics of Hawai'ian fills a significant gap in our understanding of Polynesian and Austronesian languages while his current postdoctoral work has forensic linguistics implications.	Specially Funded
Lalé, Étienne	Economics, Macroeconomics	Associate Professor with tenure (professorial)	PhD, Economics (Sciences Po Paris, 2013)	Since 2017, Dr. Lalé has been a faculty member at the Université du Québec à Montréal, having been tenured and promoted to Associate Professor in 2019. Dr. Lalé works in the area of labour economics, within the field of macroeconomics. He uses micro-level data on labor market outcomes, empirical estimation, and structural labor-search models to obtain answers to the questions he studies.	Specially Funded

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Board Academic Resources Committee – June 2, 2023 APPENDIX B

Nagy, Jeff (1-Jul-24)	Communication and Media Studies, Artificial Intelligence and Critical Data Studies	Assistant Professor, PC1 (professorial)	PhD, Communication (Stanford, 2022)	Dr. Nagy currently holds a Postdoctoral Research Fellow position at the Digital Studies Institute at the University of Michigan. He has an extensive research agenda encompassing both the current and historical impact of A.I. both in the context of Communication and Media Studies, and across the social sciences more broadly.	Specially Funded
Rochelle, Safiyah	Social Science, Race, Racialization & Crime	Assistant Professor, PC1 (professorial)	PhD, Legal Studies (Carleton, 2020)	Dr. Rochelle comes to us from Carleton University, where she is currently an instructor in Law and Legal Studies. Her research lies at the intersection of critical race theory, state violence, visual studies, and the criminalization of racialized and religious bodies. Her PhD research on racialized Guantanamo Bay detainees was awarded the Senate Medal for Outstanding Academic Achievement. This appointment is a dedicated Black position.	Faculty Funded
Rosales, Antulio	Social Science, Business & Environment or Social Economy	Assistant Professor, PC3 (professorial)	PhD, Global Governance (Waterloo, 2017)	Dr. Rosales is currently an Assistant Professor of Comparative Environmental Politics at the University of New Brunswick. Previously he completed a three-year post-doctoral fellowship at Oslo’s Centre for Development and the Environment. His research program is cryptocurrency expansion in the Global South and crypto-authoritarianism, and he is looking to expand this internationally to Russia, Ukraine, Belarus, and China.	Specially Funded
Rostamkalaei, Anoosheh	Administrative Studies, Entrepreneurship & Innovation	Assistant Professor, PC2 (professorial)	PhD, Management (Lancaster University Management School, 2017)	Dr. Rostamkalaei currently holds an Assistant Professor position at the Kent Business School, University of Kent. Dr. Rostamkalaei engages in a wide range of research projects relevant to entrepreneurship, including financial knowledge, venture capital, motivation, immigrant entrepreneurs, and more.	Specially Funded
Soter, Laura (1-Jul-24)	Philosophy, Cognitive Science	Assistant Professor, PC1 (professorial)	PhD, Philosophy and Psychology (Michigan-Ann Arbor, 2022)	Dr. Soter currently holds a Postdoctoral Research Associate position at the Department of Philosophy at Duke University. Dr. Soter’s research in moral psychology focuses on questions of cognitive self-control and the similarities and differences between emotion regulation and cognitive state regulation, with implications for interpersonal relationships and cultural schemas. This research has won awards from the Society for Philosophy and Psychology and the American Sociological Association.	Specially Funded

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van Beinum, Amanda	Sociology, Environmental Sociology and/or Sociology of Health	Assistant Professor, PC1 (professorial)	PhD, Sociology (Carleton, 2021)	Dr. van Beinum is a Social Science and Humanities Research Council Postdoctoral Fellow at the University of Ottawa Centre for Health Law, Policy, and Ethics and an Adjunct Research Professor in the Department of Sociology and Anthropology at Carleton University. Her main interest is in questions of health justice for Black women.	Faculty Funded
Vij, Asmita Bhutani	Social Science, Platform Labour and the Digital Workplace	Lecture/ Assistant Professor, PC1 (professorial)	PhD, Adult Education and Community Development (Toronto, 2023)	Ms. Vij expects to receive her PhD in Adult Education and Community Development from the Ontario Institute of Studies in Education at the University of Toronto in June 2023. Her research focuses on the experiences of precarious digital workers and contributes to the underdeveloped field of digital colonialism.	Specially Funded
Virtue, Bobbi-Joe	Public Policy & Administration, Indigenous Governance in Canada	Assistant Professor, PC1 (professorial)	MPA (Queen's, 2014)	Ms. Virtue holds a Master of Public Administration from Queen's University and brings over ten years of professional experience at a senior level with the Ontario government. She is an active member in the Indigenous community, having supported the independent commission to investigate and report on the systemic causes of violence against Indigenous women girls, contributing to substantive policy recommendations for Canada and the world.	Faculty Funded
<b>SCHULICH</b>					
Abdul-Rahaman, Abu Shiraz	Accounting	Full Professor with tenure (professorial)	PhD, Accounting (Waikato, 1998)	Dr. Rahaman comes to us from the Haskayne School of Business at the University of Calgary. His research involves the use of both quantitative and qualitative methods to explore contemporary accounting issues such as corruption, health care, electric power utilities, water privatization, and accounting professionalization. Within these subject matters, Dr. Rahaman focuses both on technical accounting issues as well as ethical implications of these accounting practices.	Faculty Funded
Su, Xijiang	Accounting	Lecturer/ Assistant Professor, PC1 (professorial)	PhD, Accounting (Toronto, 2023)	Ms. Su expects to receive her PhD in Accounting in June 2023. During her doctoral studies, Ms. Su has served as a sole instructor for Intermediate Financial Accounting II, and a Teaching Assistant for 7 other courses at the Rotman School of Management. Her research interests include institutional investors, sustainable investing, and asset management.	Faculty Funded

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Weber, Olaf	Sustainability, CIBC Chair in Sustainable Finance	Full Professor with tenure (professorial)	PhD, Artificial Intelligence (University of Bielefeld, 1997)	Dr. Weber comes to us from the University of Waterloo, where he is a Full Professor and the Research Chair in Sustainable Finance. He is also a Senior Fellow of the Centre for International Governance Innovation. Dr. Weber's research focus is on the political, regulatory and governance challenges of a sustainable financial system including supervision and reporting, climate finance as a tool to achieve a low carbon economy, the validity of sustainability ratings as well as impact investing and social banking.	Faculty Funded
<b>SCIENCE</b>					
Blinov, Nikita	Physics and Astronomy, Theoretical Physics	Assistant Professor, PC1 (professorial)	PhD, Physics (UBC, 2015)	Dr. Blinov comes to us from the University of Victoria, where he is currently a Postdoctoral Fellow. Prior to this, he was at the SLAC National Accelerator Lab, the University of Chicago and Fermilab. Dr. Blinov's research is largely centered at the interface of astroparticle physics and accelerator-based experiments.	Faculty Funded
Boukaré, Charles-Edouard	Physics and Astronomy, Physics, Biophysics, or Astrophysics	Assistant Professor, PC1 (professorial)	PhD, Geophysics & Planetary Sciences (Université Claude Bernard Lyon, 2015)	Dr. Boukaré is currently a postdoctoral researcher at the Institut de Physique du Globe de Paris and a Visiting Scientist in the Department of Earth and Planetary Sciences at McGill University. Dr. Boukaré's research is in the area of geophysics. This appointment is a dedicated Black position.	Faculty Funded
Kim, Yongjoo Bill	Chemistry, Biological Chemistry	Assistant Professor, PC1 (professorial)	PhD, Chemistry (Harvard, 2018)	Dr. Kim is currently a senior scientist and director of the mammalian cell facility at Pairwise Plants LLC in Durham, North Carolina. Dr. Kim spent his postdoctoral years at Pairwise developing novel gene editing tools where he is the lead inventor on 10 patents. His potential was recognized early through an NSERC CGS-D during his tenure at Harvard.	Faculty Funded
Li, Dongchen	Mathematics and Statistics, Actuarial Science	Associate Professor, PC2 (professorial)	PhD, Actuarial Sciences (Waterloo, 2016)	Dr. Li is currently an Assistant Professor in Mathematics & Statistics at Brock University. He holds an NSERC discovery grant as an early career researcher and has received funding from the Society of Actuaries and Canadian Institute of Actuaries. Dr. Li's research interests is in stochastic optimal control in insurance and finance, optimal (re)insurance design, retirement planning, and data science in finance and insurance.	Faculty Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, CFREF VISTA, etc.

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Mangerel, Alexander	Mathematics and Statistics, Pure Mathematics	Assistant Professor, PC1 (professorial)	PhD, Mathematics (Toronto, 2018)	Dr. Mangerel is currently an Assistant Professor in the Department of Mathematical Sciences at Durham University. Prior to this, he was a CRM-ISM Postdoctoral Fellow at the Université de Montreal and then a Junior Fellow with the Institut Mittag-Leffler, Royal Swedish Academy of Sciences. Dr. Mangerel's research interests include multiplicative number theory, probability theory, combinatronics, ergodic theory and dynamical systems.	Faculty Funded
Omar, Mohamed	Mathematics and Statistics, Pure or Applied Mathematics	Associate Professor with tenure (professorial)	PhD, Mathematics (UC Davis, 2011)	Dr. Omar is an Associate Professor, Joseph B. Platt Endowed Chair, and Associate Chair in the Department of Mathematics at Harvey Mudd College. Previously, he was a Harry Bateman Research Instructor in the Department of Mathematics at Cal Tech. His research interests encompass the application of algebra to discrete mathematics, enumerative combinatronics, graph theory, and discrete/convex geometry. This appointment is a dedicated Black position.	Faculty Funded
Webb, Jeremy	Natural Science, Astrobiology	Assistant Professor, Teaching Stream, PC1	PhD, Astronomy (McMaster, 2015)	Dr. Webb currently holds a Contractually Limited Term appointment at the University of Toronto in the Department of Astronomy and Astrophysics, where he has been teaching astronomy and astrobiology courses since 2019. Dr. Webb's current research interests pertain to gravitational dynamics in both exoplanetary and stellar systems.	Faculty Funded
Zhao, Kaiqiong	Mathematics and Statistics, Biostatistics (Health/Medical Data)	Assistant Professor, PC1 (professorial)	PhD, Biostatistics (McGill, 2021)	Dr. Zhao is currently a CANSSI Distinguished Postdoctoral Fellow at the University of Alberta and University of Toronto. Dr. Zhao's work focuses on flexible, interpretable and scalable statistical learning methods for complex, large-scale epigenetics data.	Specially Funded

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, CFREF VISTA, etc.

\*PhD not completed at the time of hiring. Formal appointment at rank of Lecturer until doctorate is completed, at which point the rank is converted automatically to Assistant Professor.

**Table 2 Recommendations for Appointment – New Contractually Limited Appointments<sup>2</sup> (since meeting November 18, 2022)**

<b>Name</b>	<b>Unit, Field</b>	<b>Rank, Stream</b>	<b>Highest Degree</b>	<b>Research Agenda/Specialization</b>	<b>Term</b>
<b>AMPD</b>					
Ch'ng Lancaster, Courtney	Theatre, Acting/ Performance for Stage & Media	Sessional Assistant Professor (teaching)	MBA, Social Enterprise and Entrepreneurship (Memorial University, 2023)	Ms. Ch'ng Lancaster expects to receive her MBA in Social Enterprise and Entrepreneurship in Fall 2023. She has considerable teaching experience having worked as an instructor at Sheridan College and Toronto Metropolitan University, as well as a director for acting students at York University and Sheridan College. Ms. Ch'ng Lancaster also demonstrates digital and podcast expertise and professional expertise in directing.	3 years
<b>GLENDON</b>					
Harb, Hassan	Mathematics	Sessional Assistant Professor (teaching)	PhD, Mathematics (Concordia, 2020)	Dr. Hard is currently completing an online Diploma in Applied Data Science at MIT. He has extensive teaching experience, having taught courses in Mathematics at Concordia University, Heritage College, Saint Anne College, etc. In addition, from 2016 to 2019 he held a Graduate Doctoral Fellowship at Concordia.	1 year
<b>HEALTH</b>					
George, Tammy	Kinesiology, Socio-Cultural and Policy Studies in Sport and Physical Activity	Sessional Assistant Professor (teaching)	PhD, Sociology and Equity Studies in Education (Toronto, 2016)	Dr. Tammy is currently an instructor in the School of Kinesiology at York University, where she is involved in teaching seven courses within the sociocultural stream and has been the recipient of two teaching awards from the Kinesiology and Health Science Student Organization. Her research interests lie at the intersection of critical military studies, racial violence and mental health in the post 9/11 era.	3 years
<b>LIBRARIES</b>					
Ren, Lily Yuxi	Libraries, Scholarly Communications	Adjunct Librarian	MLIS, Library and Information Science (Toronto, 2017)	Ms. Ren has significant medical librarian experience, most recently at Stanford University where she held the title Research Communications Librarian. In this role, she worked with the medical faculty and students on	2 years

<sup>2</sup> All appointments effective July 1, 2023 except where indicated in the Name column.

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, CFREF VISTA, etc.

\*PhD not completed at the time of hiring. Formal appointment at rank of Lecturer until doctorate is completed, at which point the rank is converted automatically to Assistant Professor.

<b>Name</b>	<b>Unit, Field</b>	<b>Rank, Stream</b>	<b>Highest Degree</b>	<b>Research Agenda/Specialization</b>	<b>Term</b>
	and Metrics Literary Librarian			research impact metrics literacy and related scholarly communications topics.	
<b>OSGOODE</b>					
Tadros, Maggie	Law Library, Digital Scholarship Librarian	Adjunct Librarian	MLIS, Library and Information Science (Toronto, 2022)	Ms. Tadros is currently working as a Research Librarian at the Ontario Legislative Library and has also worked as a Graduate Student Librarian Assistant at the Engineering and Computer Science Library at the University of Toronto.	2 years

Note: "Specially funded" includes Endowed Chairs, Canada Research Chairs, CFREF VISTA, etc.

\*PhD not completed at the time of hiring. Formal appointment at rank of Lecturer until doctorate is completed, at which point the rank is converted automatically to Assistant Professor.

## Board of Governors

### Memorandum

To: Board of Governors

From: Antonio Di Domenico, Chair, Academic Resources Committee

Date: 27 June 2023

Subject: Establishment of the OMERS & Oxford Chair for Real Assets

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#### **Recommendation:**

**The Academic Resources Committee recommends that the Board of Governors approve the establishment of the OMERS & Oxford Chair for Real Assets.**

#### **Rationale:**

In accordance with the York Act, individual and program-based Research and Teaching Chairs and Professorships are formally established by the Board of Governors after consultation with Senate through its Academic Policy, Planning and Research Committee. The Academic Resources Committee is responsible for recommending approval by the Board after completing its own review and approval.

The Provost and Vice-President Academic is required to determine that a proposal is consistent with York's academic interests and all relevant policies and agreements. Confirmation of the Provost's support and details about the Chair, which will be housed in the Schulich School of Business, are provided in correspondence appended to this memorandum. At its meeting on 23 May 2023, the Senate Academic Policy, Planning and Research Committee reviewed and provided its concurrence with the Provost's recommendation to establish the proposed new Chair.

## Board of Governors

### **Policy and Procedures**

**Policy:** Establishment and Designation of Research and Teaching Chairs, Professorships and Distinguished Fellowships

<http://secretariat-policies.info.yorku.ca/policies/establishment-and-designation-of-research-and-teaching-chairs-professorships-and-distinguished-fellowships-policy/>

**Guidelines and Procedures:** Establishment and Designation of Research and Teaching Chairs, Professorships and Distinguished Fellowships

<http://secretariat-policies.info.yorku.ca/policies/establishment-and-designation-of-research-and-teaching-chairs-professorships-and-distinguished-fellowships-guidelines-and-procedures/>

## Memorandum

To: Michael Moir, Chair, APPRC  
From: Lisa Philipps, Provost & Vice-President Academic  
Date: May 23, 2023  
Subject: **OMERS & Oxford Chair for Real Assets**

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I write to seek APPRC's concurrence on the establishment of the OMERS & Oxford Chair for Real Assets within the Schulich School of Business having determined that the chairship is consistent with York's academic interests and all relevant policies and agreements. This chairship is made possible through a \$1M donation by the OMERS Administration Corporation.

Schulich is internationally recognized as a thought leader and a destination institution for teaching and research in real estate and infrastructure. Notably, Schulich has earned global eminence in real estate and infrastructure through its quality programs, including a unique specialization at the MBA level, innovative course offerings at the undergraduate (BBA) level, as well as a standalone 12-month full-time Master of Real Estate and Infrastructure (MREI). The MREI was the first of its kind in Canadian higher education that offers a combination of courses in both Real Estate and Infrastructure. Research and teaching at Schulich in the area of Real Assets is further supported through its Brookfield Centre in Real Estate and Infrastructure (established in 2016), and includes the Government of Canada-supported Sustainable Infrastructure Fellowship to develop leaders in private, public, and non-profit organizations with expertise on mobilizing private capital to assist in bridging the global infrastructure gap.

Similar to other chairholders at Schulich and those in business schools around the globe, the Chairholder will be an experienced, accomplished, and respected industry professional from the real assets investment field, and specifically the real estate and/or infrastructure industry sectors within it. Like other more clinical chairships, this position brings practical, managerial experience and insight to enrich the classroom, as well as industry networks that help with placement of students in experiential learning and career development opportunities. The Chairholder will lead the development of an OMERS & Oxford Real Assets Leadership Institute which will bridge, solidify, and enhance partnerships and collaboration between industry, students and the research community.



As the real estate and infrastructure industry continues to evolve and be reshaped by economic disruption, globalization, climate change, and affordable housing crises, this Chair provides an opportunity for York University to play a leadership role in a highly unique industry-academic space, tied to real assets and real assets investment. In addition to advancing curriculum, research, student experience and global engagement – all University Academic Plan priorities -, the proposed Chair will elevate York’s contributions to the United Nation’s Sustainable development goals with particular focus on SDGs 4, 7, 9, 11, and 13.

This is a term-funded Chair from September 1, 2023 to August 31, 2028. The continuation of this Chair beyond its five-year term is tied explicitly to the availability of new or renewed external contributions.

## EXTERNAL RELATIONS COMMITTEE

# Report to the Board of Governors

at its meeting of June 27, 2023

The External Relations Committee met on June 2, 2023, and makes this report to the Board for information.

### 1. 2022-2023 Divisional Accomplishments

#### a. *Government and Community Relations & Protocol Update*

The Committee received the year-end accomplishments which highlighted the progress made against the Divisions' priorities for 2022-23 and in response to the United Nations Sustainable Development Goals. Some highlights include:

- UAP Priority 1: 21st Century Learning: implemented a strategy to engage government and community stakeholders to build and sustain support for the proposed School of Medicine.
- UAP Priority 2: Knowledge for the Future: supported a proposal to establish a Centre of Excellence in Disaster and Emergency Management through the Vice President for Research and Innovation.
- UAP Priority 4: Advancing Global Engagement: renewed Memorandum of Understandings (MOU) with the United Nations Institute for Training and Research (UNITAR), York Region and York Region Police, and in partnership with UNITAR, York University was named lead academic institution for the new virtual Water Academy.
- UAP Priority 5: Working in Partnership: completed an Institutional Events strategic plan and Partnership Engagement strategic plan, and advanced strategic partnerships through MOUs with the City of Markham, Towns of Aurora and Newmarket, Black Chamber of Commerce and UNITAR.
- UAP Priority 6: Living Well Together: embedded EDI principles in all aspects of the team's work, supported activities under the Black Action Inclusion and Indigenous Frameworks, and promoted the Social Procurement policy implementation externally.

#### b. *Advancement*

The Committee received the Division of Advancements 2022-2023 accomplishments as highlighted below:



- Impact Campaign: the year saw the restructuring of resources, processes, policy and the new CRM and Phase 2 of the Impact Campaign is scheduled to be launched in Fall 2023 and will run until 2027 with a total goal of \$1 billion.
- Fundraising: The Division focused on building pipelines, increasing activity and in prospect identification which resulted to growth in key areas with a record high increase of 37% in call activity and increases in gifts and individual donors compared to FY22. These have resulted to a 31.5% growth year over year and are the best since 2010.
- Alumni Engagement: With the return of in-person events and regional travel, alumni engagement increased by 7.6% from the previous year. Some key events held in the past year include the June 2022 Convocation which marked the largest ceremony in York's history, the reformatted YorkU Alumni Awards, the National Bank Open and in alignment with the Internationalization and Globalization strategy, twenty-six regional events and meetings were held.

**c. *Communications & Public Affairs***

The Committee received highlights of the Communications & Public Affairs Division (C&PA) accomplishments of its 2022-23 priorities as it continues to strengthen York's reputation and build profile:

- UAP Priority 4: Advancing Global Engagement: Co-created the University's first-ever international profile and brand building marketing and communication strategy in support of York's Global Engagement and Internationalization plan.
- UAP Priority 5: Working in Partnership: Developed external communications and media plans for high profile initiatives and created brand and marketing materials in support of key government and community relations initiatives including the School of Medicine, sponsorships and partnership agreements.
- UAP Priority 6: Living Well Together: led the communication planning of the well-being and Decolonizing Equity Diversity Inclusion (DEDI) strategies, the Congress 2023 and developed the Microlecture Series in Sustainable Living.

In addition, York recently ranked Top 40 in the Times Higher Education Impact Rankings for 2023 and 5th in the comprehensive rankings in Maclean's University Rankings. C&PA was also recognized locally and globally for outstanding content, receiving the most annual awards in C&PA's history including the CASE Circle of Excellence and CASE District II awards.

Board of Governors – Academic Resources Committee

- UAP Priority 7: Strengthening our Impact on the UN SDGs: developed pan-university communications plans in support of the University’s goal to be a sustainability leader such as the Sustainability Action Commitment, the Micro-Lecture Series on Sustainable Living and the SARIT vehicles.

*Francesca Accinelli*  
*Chair*

JUNE 2023

# Points of Pride



*York University is a leading international teaching and research university and a driving force for positive change.*

## 1 YORK U LEADS \$318.4M FIRST-OF-KIND INCLUSIVE NEXT-GEN TECHNOLOGY RESEARCH PROJECT

In partnership with Queen's University and 50+ partners ranging from hospitals, policy makers, artists and Indigenous communities, researchers will work to bring equity and inclusion to the murky waters of AI and other disruptive technology.

## 2 CANADIAN TRAILBLAZER INSTALLED AS YORK U'S FIRST WOMAN CHANCELLOR

Kathleen Taylor has blazed a trail as a business executive in Canada and marked another first when she was installed as York University's first woman chancellor. Taylor credits her professional accomplishments as a leader in the public and private sectors to the education and inspiration she gained as a student at York University.

## 3 YORK UNIVERSITY SHINES AS ONE OF CANADA'S GREENEST EMPLOYERS

Outstanding progress in sustainability earned York the distinction of being one of Canada's Greenest Employers for the 11th consecutive year. York is implementing bold new actions and initiatives to become one of the most sustainable universities nationally, embracing a holistic approach to sustainability and amping up targeted resources in support of a plan that will get York to net-zero.



LEFT TO RIGHT: York University President and Vice-Chancellor Rhonda Lenton, with Chancellor Kathleen Taylor and Chancellor Emeritus Gregory Sorbara.



## Board of Governors

### Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 27 June 2023

Subject: NOUS Contract – Budget Adjustment

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### Recommendation:

**The Finance and Audit Committee approve recommends that the Board of Governors approve a budget increase for the contract with NOUS Group Holdings (Canada) Ltd. of \$453K (from \$7.8M to \$8.3M), exclusive of HST.**

### Background and Rationale:

In April 2020, the University issued a Request for Proposals (RFP) seeking the support and guidance of a firm to assist the University in developing and executing a roadmap for Service Excellence. Following a bid evaluation, the successful proponent was NOUS Group Holdings (Canada) Limited. On 22 June 2020, the Board granted approval for the University to enter into a contract with NOUS Group Holdings (Canada) Ltd. The agreement with NOUS will come to an end as of 12 July 2023.

In addition to the work on the Service Excellence, the University, under the terms of the existing agreement commissioned additional work performed by NOUS totaling \$453K. The breakdown of the additional work is detailed as follows:

#### Project #1:

Project Title: Student Services Renewal Project (SSRP) Analysis

Cost: \$105K

Sponsor: Vice-President Finance and Administration

Description: NOUS analyzed existing SSRP and enterprise documents, governance, processes, and drew on its knowledge of contemporary practices in Information Technology development

## Board of Governors

across private, university and government sectors to deliver a situation analysis report that identified key strengths, issues, opportunities, threats, and recommendations regarding:

- SSRP's overall strategic direction;
- business capabilities needed to meet the University's performance needs;
- current Information and Communications Technology (ICT) systems capabilities with a focus on those targeted for replacement by SSRP;
- key ICT platform choices for SSRP, including market maturity considerations; and
- delivery, procurement approach and governance for SSRP, including alignment with Service Excellence.

### **Project #2:**

Project Title: Advancement Review

Cost: \$70K

Sponsor: Vice-President Advancement

Description: NOUS delivered a clear roadmap to improve the quality and efficiency of Advancement services into the short to medium term. The roadmap included prioritized opportunities, a recommended implementation sequence, timing for design and implementation of priority improvements, and accountability mechanisms to ensure that improvements would be delivered.

### **Project #3:**

Project Title: Glendon Review

Cost: \$278K

Sponsor: Provost and Vice-President Academic

Description: NOUS developed a new, sustainable, strategic direction for Glendon campus that retains Glendon's bilingual and liberal arts foundation, but with a fundamentally new approach that would, with confidence, reverse Glendon's preceding years of declining enrolments.

Each of these projects were approved in accordance with the applicable Signing Authority Register and funded by the respective departments for which the work was being done.

While each of these projects represent three topics that are distinct and sperate from the Service Excellence Program, they have been captured and processed as direct contract amendments.

The existing agreement allows for the inclusion of additional services provided by the vendor during the term of the agreement. In pursuing this option, the University may exercise two vehicles: (1) a Limited Tendering Exemption or Non-Competitive Procurement (LTE), or (2) an amendment to the scope of work of the original agreement.

An LTE can be used under a number of circumstances, including, as was the case with these projects, that, when additional deliveries by the original vendor that were not included in the

## Board of Governors

initial procurement, a change of vendor for the additional services could not be made for economic or technical reasons such as requirements of interchangeability or interoperability with existing services procured under the initial procurement would cause significant inconvenience or substantial duplication of costs for the University. With the use of an LTE, the value of the LTE would not be added to the total value of the original agreement and be treated as independent projects, hence would not require Board approval.

A direct contract amendment, which was the instrument used for each of the three projects listed above can also be used; however, in doing so, the value of the additional work scope is added to the value of the original agreement which would increase the original Board approved budget. In this case, the total value of the three additional projects added \$453K to the original reement value. As a result, Board approval is required to exceed the original agreement value.



## Board of Governors

### Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 27 June 2023

Subject: Advancement Constituent Relationship Management (CRM) Contract Award

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### Recommendation:

**The Finance and Audit Committee recommends that the Board of Governors approves the University entering a 5-year contract with Blackbaud Inc., and BrightVine Solutions Inc., for the acquisition and implementation of an Advancement Constituent Relationship Management (CRM) solution.**

The estimated value of the Advancement CRM solution implementation contract is \$1.55M, exclusive of HST, based on an initial term of twenty-four (24) months, from July 31, 2023, to July 31, 2025, with one (1) optional twelve (12) month extension. A solution implementation cost contingency has been added to the Financial Summary, Table 1, as the final cost for solution implementation will be confirmed during negotiation with Blackbaud Inc.

The value of the Advancement CRM solution licensing contract is \$3.4M, exclusive of HST, based on a five-year period, from September 1, 2024, to August 30, 2029, with one (1) optional three (3) year extension (\$2.56M), followed by one (1) optional two (2) year extension (\$1.97M).

## Board of Governors

### **Background:**

In 2021, The Campaign for York University achieved its \$500 million fundraising goal, with a total of \$526 million raised to date for the Impact Campaign.

The campaign extension, with a new fundraising goal of \$1 billion, began in Fall 2022, and many of the campaign priorities have been finalized. The goal is to quietly celebrate the \$500 million milestone and extend the campaign for another 6-to-7 years.

To support the new fundraising goal of \$1 billion, Advancement requires a new CRM to enhance alumni engagement and fundraising capabilities. In addition, it is expected the new Advancement CRM will deliver approximately \$100K per year in cost savings due to process efficiencies.

The purpose of the Advancement CRM Solution Acquisition and Implementation Negotiated Request for Proposal (“NRFP”) was to solicit proposals from qualified, experienced, and financially stable CRM solution integrators and providers to acquire and implement a CRM Solution for the Division of Advancement.

The Division of Advancement intends to acquire a CRM Solution that can:

1. Improve alumni engagement and fundraising by creating an enhanced alumni experience to increase alumni sense of belonging and fundraising revenue to support the University’s priorities;
2. Enhance donor appreciation by building a robust donor recognition program through triggered stewardship plans from automated recognition credit calculation and giving level assignment, supported by omni-channel communication and stewardship events;
3. Develop actionable insights by generating intelligence and insight from CRM data to support relevant and targeted engagement with members of the York community to foster loyalty and affinity to the University’s mission;
4. Optimize internal administrative processes by increasing efficiencies and reducing cycle times by integrating systems, managing data quality, automating workflows, streamlining processes, and improving collaboration across all Advancement areas, and decreasing operating expenses; and
5. Align to the University’s Enterprise Architecture by implementing a cloud-based CRM solution, supporting a modern integration platform, integrated analytics, master data management, configurable user experience, enabling identity and access management



## Board of Governors

(IAM), privacy, and security best practices, and low code development environment, while minimizing total cost of ownership.

### Rationale:

After two unsuccessful procurements with the Student System Renewal Program to acquire an Advancement CRM (NRFP P20-128, NRFP P22-125), the Division of Advancement was removed from the SSRP CRM procurement and project.

In December 2022, the University issued a Negotiated Request for Proposal (NRFP P23-092) seeking an Advancement CRM solution. Following a bid evaluation, the successful proponent was assessed to be **Blackbaud Inc.**

### Financial Summary:

This summary details the forecasted costs for acquisition and implementation of a new Advancement CRM solution.

**Table 1:** Total costs for acquisition and implementation of the Advancement CRM.

<b>Cost Description</b>	<b>Cost (\$)</b>
Implementation Costs	1.6
Implementation Cost Contingency	0.2
<b>Total Implementation</b>	<b>1.8</b>
<b>10-Year Operational Costs <sup>(1)</sup></b>	
Blackbaud CRM License	7.04
Blackbaud Luminate Online Site License	0.56
Blackbaud Canadian Data and Payment Services	0.03
BrightVine DataLink and Mobile App	0.33
<b>Solution Pricing (10-year Total Cost)</b>	<b>8.0</b>
<b>Grand Total</b>	<b>9.8</b>

1. Blackbaud and BrightVine will have separate licensing agreements for their software and services products.

## Board of Governors

**Table 2:** Solution Term Pricing by the initial five (5) year term, and option terms for renewals.

Term	Cost (\$M)
5 Year Term Subscription Price	\$ 3.4
Option # 1 – 3 Year Renewal Term	\$ 2.6
Option # 2 – 2 Year Renewal Term	\$ 2.0
<b>Grand Total</b>	<b>\$ 8.0</b>

**Table 3:** Funding source for solution implementation and licensing costs.

Cost	Cost	Budget Source	Amount (\$M)
Implementation	CapEx	One-Time-Only (OTO) <sup>(1)</sup>	\$ 1.8
Licensing	OpEx	One-Time-Only <sup>(1)</sup>	\$ 1.1
	OpEx	UIT Allocation <sup>(2)</sup>	\$ 1.1
	OpEx	Future Budget <sup>(3)</sup>	\$ 5.8
<b>Total</b>			<b>\$ 9.8</b>

**Notes:**

1. Previously approved OTO of \$5M from the President, \$2.9M is allocated to cover implementation costs and the first two (2) years of operating costs of the initial 5-year term.
2. The UIT base budget contains an Advancement allocation that will be applied to cover an additional two (2) years of operating costs for the initial 5-year term.
3. Solution operating costs for the final year of the initial 5-year term, and the optional terms will be covered in future Advancement budgets.

# Board of Governors

## Memorandum

**To:** Board of Governors

**From:** Bobbi-Jean White, Chair, Finance and Audit Committee

**Date:** 27 June 2023

**Subject:** Laboratory Supplies and Equipment Contract - Vendor of Record

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### Recommendation:

**The Finance and Audit Committee recommends that the Board of Governors approve that the University enter into agreements with Fisher Scientific, Life Technologies, Millipore Sigma, Agilent Technologies Canada and VWR International Co. for the provision of laboratory supplies and equipment, covering the period of July 1, 2023, to November 30, 2025.**

### Background and Rationale:

A collaborative Request for Supplier Qualification (“RFSQ”) for lab supplies and equipment was issued publicly on July 13, 2022. The RFSQ was led by McMaster University, with commodity requirement input and evaluation provided by an inter-university committee consisting of representatives from the following institutions:

- McMaster University
- York University
- Brock University
- Queens University
- Carleton University

The University of Toronto previously issued a collaborative RFSQ on behalf of several Ontario Universities, including York, back in 2019, which resulted in the award of multiple contracts to lab supply vendors over a three (3) year term. These contracts have all expired, and McMaster have led the RFSQ refresh exercise. Under this RFSQ refresh, twenty-three (23) vendors were selected to provide lab supplies and

## Board of Governors

equipment to the Universities listed above. Each institution, at its sole discretion, is free to select the vendors they chose to contract with for services.

York will leverage the result of this RFSQ process and enter into contracts with all twenty-three (23) vendors in order to satisfy our broad institutional need for lab supplies and related equipment. Most of these vendors were previously under contract with York under the now-expired 2019 RFSQ.

### **Benefits and the Proposed Contracts**

Participation in this multi-institutional collaborative arrangement will deliver the following benefits to the University:

- Maximization of overall best value to York: Vendors of Record (VORs) deliver the best overall value based on price, delivery capabilities, past performance, sustainability, and financial stability.
- Cost efficiency: savings will be achieved due to leveraged volume and consolidated purchasing power across all institutions.
- Ease of ordering: many of the selected vendors currently have catalogues enabled in York's SmartBuy system, and others are in queue to be onboarded.

Based on historical spend it is expected that York will exceed the \$5M threshold for each of the following five (5) out of the twenty-three (23) vendors that will be awarded contracts as a result of the RFSQ process:

- Fisher Scientific
- Life Technologies
- Millipore Sigma
- Agilent Technologies Canada
- VWR International Co.

As the value of each of the above contracts is projected to exceed \$5M over the course of the three (3) year contract period, these contracts require Board's approval. All contracts are non-exclusive, and York has the right to procure similar lab supplies and equipment from other scientific vendors during the term.

## Board of Governors

### Memorandum

To: Board of Governors

From: Bobbi-Jean White, Chair, Finance and Audit Committee

Date: 27 June 2023

Subject: Appointment of External Auditors

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### Recommendation:

**The Finance and Audit Committee recommends that the Board of Governors approve the reappointment of Ernst & Young LLP as the auditor for the University for the fiscal year 2023-24.**

### Background:

York issued a Request for Proposal (RFP) for audit services in 2018 and Ernst and Young was the successful proponent. The initial term of the awarded contract was five years, with two optional three-year extensions. Administration proposes to exercise the first option effective August 27, 2023 to August 26, 2026.

York's administration reviews the service levels annually and is satisfied with the services provided. In addition, the University performs a review of the fees that are charged and compares them with the fees paid by other Ontario universities. The current fees are in line with rates charged to institutions of similar size and are consistent with the RFP issued in 2018.

The University has been assigned Diana Brouwer, CPA, CA, as the lead partner from Ernst and Young. Diana is the Assurance Partner specializing in the not-for-profit sector and has been with the York account for a number of years.

## GOVERNANCE AND HUMAN RESOURCES COMMITTEE

### Report to the Board of Governors

at its meeting of June 27, 2023

The Governance and Human Resources Committee met on June 12, 2023, and makes this report to the Board for information.

#### **1. Pension Valuation Results**

The Committee received a report from Aon on the Pension Valuation Report as of December 31, 2022, which noted that the report was prepared for management purposes as the last filed actuarial valuation was as of December 31, 2021, and that York is not required to file until 2024. The report noted that the investment return for the year resulted in a lower financial position and that the going concern discount rate remained at 5.75% per year.

#### **2. Updates from the Division of Equity, People and Culture**

The Committee received an update from interim Vice-President Equity, People and Culture Alice Pitt on the report that was circulated with the agenda package which highlighted the launch of the Decolonization, Equity, Diversity, and Inclusion (DEDI) website in early May with plans to release the accompanying toolkit in August 2023. Vice President Pitt provided updates on the various Indigenous initiatives including plans for the National Indigenous History Month and work on the Indigenous Membership/ Citizenship/ Belonging Protocol for York University done in collaboration with Indigenous Council sub-committee.

The Committee also noted that events for Pride month are underway and that the Centre for Human Rights, Equity and Inclusion (CHREI) facilitated 122 education workshops/ trainings this past year to approximately 4000 York Community members. With respect to human resources, new requirements under the Occupational Health and Safety Act (OHSA) came into effect on June 1, 2023 that requires some Ontario workplaces, including York, to provide naloxone kits and training to workers. The Committee also received a brief update on the state of labour relations.

##### **a. Employment Benefits Usage Costs**

The Committee received the annual report on employment benefits usage which covers approximately 15,000 employees and their dependents. In general, the number

of covered plan members increased by 4% with total claims at almost \$54M. York continues to have a higher-than-average per-member cost, as plans do not include limits compared to other institutions. Paramedical spending continues to be the highest category, accounting for 50% of the health spend; followed by prescription drugs at 37% of the health spend.

b. 2022 Employment Equity Report

The Committee received the Employment Equity Report for 2022 which highlights representation at York University for the four designated groups – women, Indigenous peoples, racialized persons, and persons with disabilities, under the Federal Contractors Program. Representation rates for the 2SLGBTQ+ community were also included. In general, the overall representation rates for women continue to exceed, while representation rates for Indigenous peoples, racialized persons, and persons with disabilities fall below the external availability data.

The report noted the recommendation made in the newly launched DEDI Strategy that the University undertake the development of a pan-university employment equity action plan. The action plan includes benchmarks for recruitment, hiring, and retention of equity-deserving individuals, and qualitative and quantitative reporting mechanisms with the goal of increasing representation, career progression, success and retention across all employee groups.

### **3. Governance**

The Committee reviewed the list of potential candidates, including some new names for consideration, and discussed the skill sets the Board needs while paying attention to the committees where membership needs to be augmented. Priority areas under the skills matrix that require attention are in the fields of investments, technology and cybersecurity, culture and advancement. Following from discussions held at the previous committee meeting, members considered options to improve the recruitment process such as tapping into the alumni network and taking advantage of York's membership with ICD.

The committee suggested potential candidates for consideration and discussed next steps in the process. The committee also recommended that the Secretariat reach out to ICD to explore their board recruitment services with a view of bringing back an updated list of potential candidates at the next committee meeting.

**4. Other**

The Committee received as consent the WSIB 2023 Q1 Report, the Health and Safety Report and the Annual Report to the Board from the Centre of Sexual Violence Response, Support and Education as a consent item.

*Konata Lake*  
*Chair*



## INVESTMENT COMMITTEE

# Report to the Board of Governors

at its meeting of June 27, 2023

The Investment Committee met on June 6, 2023, and makes this report to the Board for information.

### 1. Sustainable Investing Update

The Committee received for information an update on sustainable investing which provided a survey of portfolio carbon metrics used by Canadian universities. The report shows the progress York University's investment pool has made in comparison to peers as well as rationale behind York's reporting of metrics. Some Canadian universities have made formal pledges to either divest from fossil fuels or decarbonize their investment portfolios by 2030 and net-zero targets by 2050 or before. As definitions of divestment are not universal, there is a disparity on how pledges have been made.

The report focused on carbon metrics made publicly available and shows the carbon footprint measurements of the universities and compared them to York University's carbon metrics. York reports on three core carbon metrics: Total carbon emissions, Carbon footprint and Weighted average carbon intensity (WACI).

Data from York's endowment fund's equity portfolio dating back to 2016 and up to June 2022 show:

- WACI (t CO<sub>2</sub>e / \$M revenue) decreased 83.5% from 417.9 to 70.8.
- Carbon footprint (t CO<sub>2</sub>e / \$M invested) decreased 82.8% from 179 to 30.8.
- Carbon emissions decreased 86% from 53,093 to 7,472 (t CO<sub>2</sub>e)

Based on publicly available data of universities surveyed, York had the second lowest WACI (tCO<sub>2</sub>e / \$M Revenue), and the lowest carbon footprint (tCO<sub>2</sub>e / \$M Invested) for its equity portfolio.

#### a. ESG Scorecard as of December 31, 2022 – Endowment Fund

The Committee received for information from Willis Towers Watson a report on York's Endowment Fund Sustainability Scorecard ending December 2022. Sustainable Investing is a key tenet of the York University Endowment Fund's Statement of Investment Policies and Procedures (SIPP) and the University reports annually to the

## Board of Governors – Investment Committee

community on how its managers are incorporating ESG factors in the investment process.

Focusing on highlights and trends, it was noted that in the last few years, the availability and integrity of company specific ESG data has improved substantively. In addition, there is regulatory pressure to continue to improve ESG information for companies and investors alike and an increasing demand to address the question of what is done with the information and how it impacts investments.

In terms of York’s Total Fund, it was noted that:

- In general, the Fund is currently positioned in line with best practices based on the carbon produced by the underlying investments, but not achieving the Paris Accord objectives target levels.
- The Fund scores favourably on most socially responsible metrics.
- Inclusion and diversity were key tenets of the SIPP, the Fund is positioned in line with the broader best practices in this area.

### b. ESG Infographic – Endowment Fund

The committee received for information a draft infographic of York’s Endowment Fund Sustainability scorecard (copy attached) that captures York’s efforts in reducing carbon emissions, decreasing carbon footprint, York’s progress in meeting and exceeding international standards and continued commitment to sustainability-focused infrastructure funds.

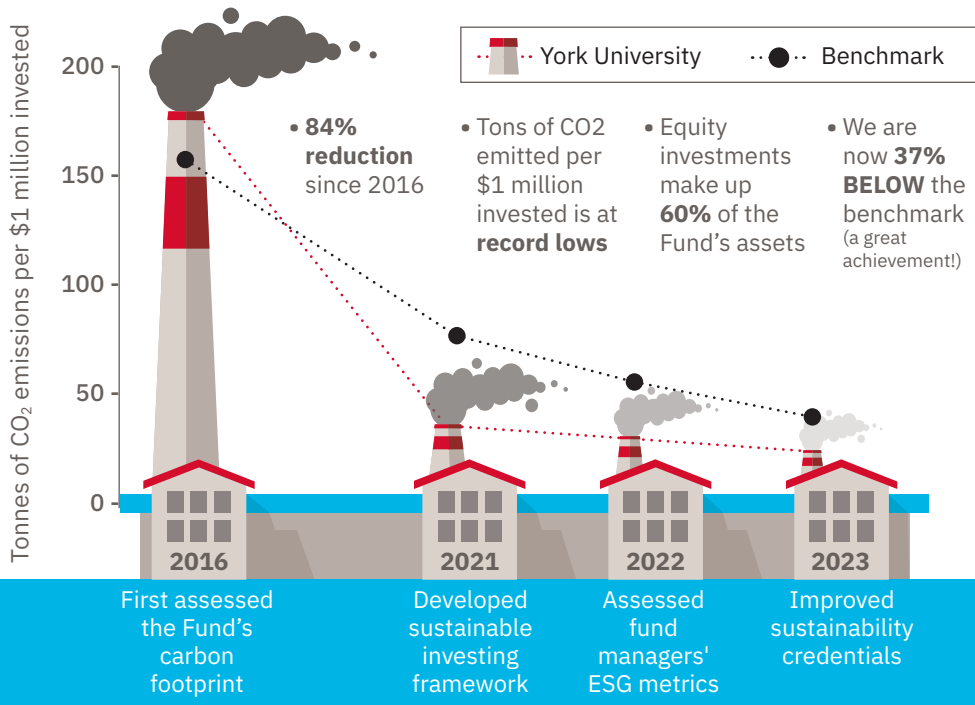
## 2. Others

The Committee received, as consent the following items:

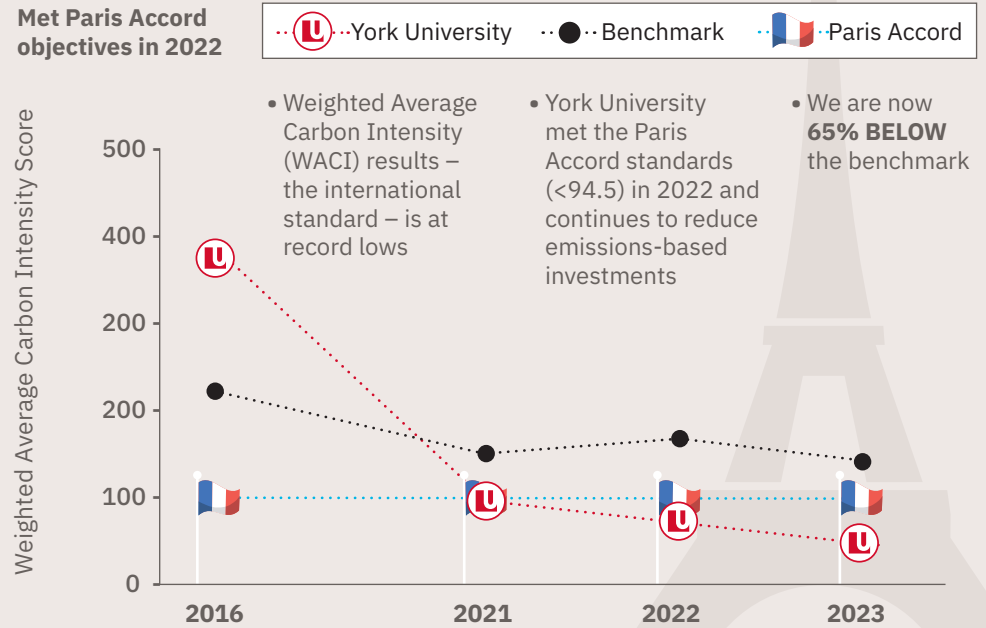
- SMTF New Managers Update
- Investment Performance Summary Report as of 31 March 2023
- Annual Investment Report - December 2022
- Treasury Report as of 31 March 2023.

*Jacques Demers*  
*Chair*

## We're **REDUCING** our reliance on CO<sub>2</sub>e-emitting equities



## We **EXCEED** international standards

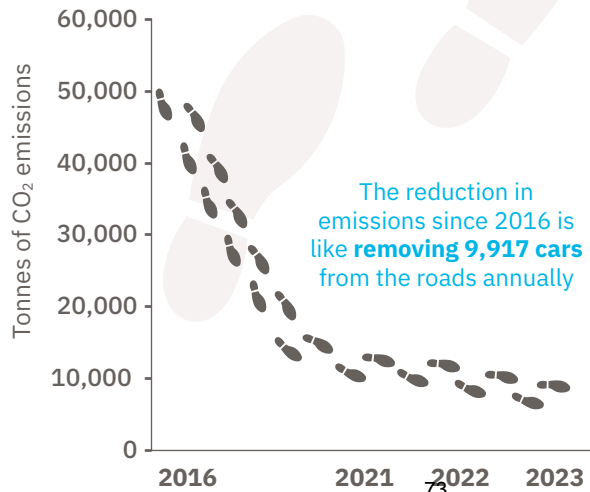


## We are **DECARBONIZING** our portfolio further:

- Committed to a sustainable investment strategy that integrates ESG factors
- Aims to deliver competitive financial returns while identifying ESG risks and opportunities
- Specifically targets sustainability themes such as clean energy, green property, and aligned solutions

## Our overall carbon footprint has **DROPPED 86%** since 2016

Total Carbon Emissions of Invested Funds



## We have **COMMITTED \$100M (17%)** to sustainability-focused infrastructure funds

- Brookfield Global Transition Fund (BGTF)**  
World's single-largest fund dedicated to energy transition
- Quinbrook Infrastructure Partners III Net Zero Power Fund**  
A+ rated fund with a perfect ESG score from UNPRI, dedicated to sustainable investing
- Copenhagen Infrastructure Partners Energy Transition Fund (CI ETF I)**  
Invests in next generation renewable energy infrastructure

# Board of Governors

## Memorandum

To: Board of Governors

From: Jacques Demers, Chair, Investment Committee

Date: 27 June 2023

Subject: Endowment Distribution Accrual Rate 2023-24

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### Recommendation:

**The Investment Committee recommends that the Board of Governors approve a 2023-24 distribution accrual rate of \$4.56 per unit, being an increase of \$0.21 per unit rate over the 2022-23 distribution accrual rate of \$4.35 per unit.**

### Background

The York University Endowment Fund includes all endowed donations received by York University. The donations are for the awarding of scholarships and bursaries, research chairs, and other special projects. The endowed assets are invested in long-term investments following the Board approved Statement of Investment Policies and Procedures.

The University has adopted a Smoothed Banded Inflation (SBI) distribution approach, adjusted for other factors described below. Under the SBI approach, the distribution rate grows at the rate of inflation, within a range of 3 to 6 percent.

### Smoothed Banded Inflation Spending Formula

While the distribution rate is guided by the SBI formula, there are other factors considered in deciding the recommended amount to be distributed each year:

## Board of Governors

- Fund performance represented by the 4-year rolling moving average unit value. The fund's unit value, since fiscal 2014, and 4-year moving average are shown in Fig. 1.
- Capacity of individual endowments to sustain the dual objectives of steady inflation-adjusted spending and maintenance of purchasing power of capital. For example, as of 30 April 2023, 30 of the 2,268 endowment funds were underwater while on 30 April 2022, 9 of the 2,230 endowment funds were underwater.<sup>1</sup>
  - The number of individual endowments has increased by 38 over the year. Typically, newer endowments are underwater in early years as their market values have not appreciated to a suitable level above book value to provide distributions.
- Ability of individual endowments to meet the expectations documented in donor agreements.

The SBI formula is  $\$ \text{ Spending}_{(t)} = \$ \text{ Spending}_{(t-1)} \times (1 + \text{CPI}_{(t-1)})$  utilizing Toronto CPI.

The Consumer Price Index (CPI) for Toronto as of March 2023 was 4.48%.<sup>2</sup> Using that measure suggests that the spending allotment for each unit should rise by \$0.21/unit as the expendable per unit for 2022-23 was (\$4.35/unit) plus the CPI inflation rate of 4.48% would yield \$4.56/unit.<sup>3</sup> CPI data for Toronto and Canada are shown in Fig. 2.

Other factors were taken into consideration to recommend a distribution rate of \$4.56/unit, as per the criteria outlined by the SBI formula (above):

- The market value of each unit increased 4.65% Yr/Yr from \$124.2999 to \$130.0788. (See Table 1). This increase in unit value accounted for the positive fiscal year return of 8.10% and the distribution payout that occurred during the year. When market returns were poor during much of calendar 2022, it was observed that for seven of the eight months from May 2022 to December 2022, the unit value moved beneath the 4-year moving average of those unit values (Fig. 1) however the moving average has continued to trend up over the observed period and has rebounded.
- The positive market return for the Endowment Fund in fiscal 2022-23 ensures that the SBI formula can be followed. The prudent management in growing distributions in positive years has allowed for distributions to be maintained

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<sup>1</sup> "Underwater" is defined as market value below donated capital. Some underwater funds are able to make partial distributions if spending accruals exceed underwater balance amount. Some underwater funds are part of Families and may be able to make a distribution as the Family of funds may be healthy.

<sup>2</sup> April 2023 CPI numbers are available in late May 2023.

<sup>3</sup> For the purpose of record keeping and monthly distributions, the distribution is raised in increments of 8 cents hence there is rounding up or down based on the CPI guideline.

## Board of Governors

rather than cut in the event returns are negative over one or two years (Fig. 3). For example, when market returns were negative in fiscal 2015-16 and 2021-22, the distributions of \$3.96/unit and \$4.35/unit respectively were maintained rather than cut or suspended (Table 1). Sustainability in distributions is particularly important for new endowments with less than two years invested. Internal stress testing is conducted to ensure the financial sustainability of distributions going forward.

### **Proposed Distribution Accrual Rate 2023-24**

For the reasons outlined, Administration recommends a distribution accrual rate of \$4.56 per unit. The distribution accrual rate of \$4.56 per unit represents a yield of 3.51% of the unit value at 2023 FYE (Fiscal Year End). The distribution yield refers to the disbursement of assets from the Endowment Fund divided by the market value of the fund as of FYE. The distribution consists of net capital gains made from the profitable sale of portfolio assets, along with dividend income and interest earned by those assets.

Since the unit value at FYE was \$130.0788/unit, and the proposed distribution accrual rate is \$4.56/unit,  $\$4.56 \div \$130.0788 = 3.51\%$ . Unitization came into effect in 2014 and distribution yields have ranged from 3.18% to 4.03% from 2014 till now so this yield is sustainable based on historic returns (Table 1).

Another way of considering the proposed payout is to measure it against the 4-year moving average of unit values. In this case, \$4.56/unit represents a yield of 3.63% of the previous 4-year moving average of the unit values (i.e.,  $\$4.56 \div \$125.6590$ ).

The proposed payout of \$4.56/unit would result in an approximate distribution of \$19.25M based on externally restricted units.<sup>4</sup>

Table 1 shows the actual (2014-22) and proposed yield based on unit distribution accrual rate.

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<sup>4</sup> There are 4,220,801.2469 units as of April 30, 2023.

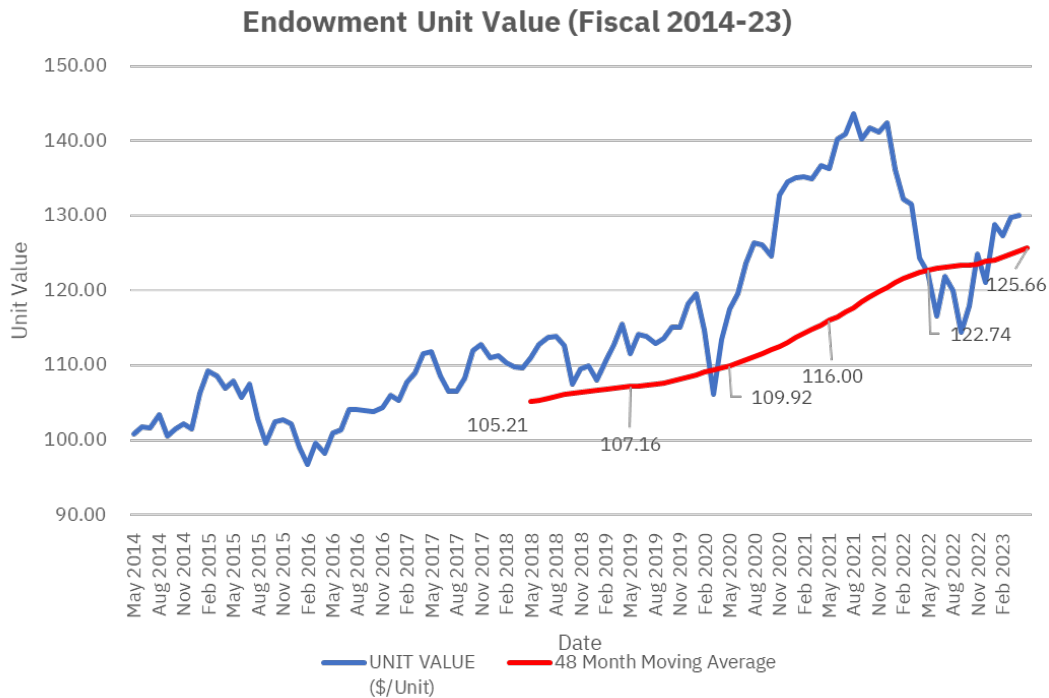
## Board of Governors

**Table 1: Actual and Proposed Distribution Rates and Yields**

Fiscal Year End	Unit Vaue (FYE)	Accrual Distribution Rate	Yield
April 30, 2014	\$100.0000	\$3.90/unit	3.90%
April 30, 2015	\$106.8879	\$3.96/unit	3.70%
April 30, 2016	\$98.2817	\$3.96/unit	4.03%
April 30, 2017	\$111.6046	\$4.02/unit	3.60%
April 30, 2018	\$109.6943	\$4.08/unit	3.72%
April 30, 2019	\$115.4543	\$4.17/unit	3.61%
April 30, 2020	\$113.4797	\$4.23/unit	3.73%
April 30, 2021	\$136.7113	\$4.35/unit	3.18%
April 30, 2022	\$124.2999	\$4.35/unit	3.50%
April 30, 2023	\$130.0788	\$4.56/unit	3.51%

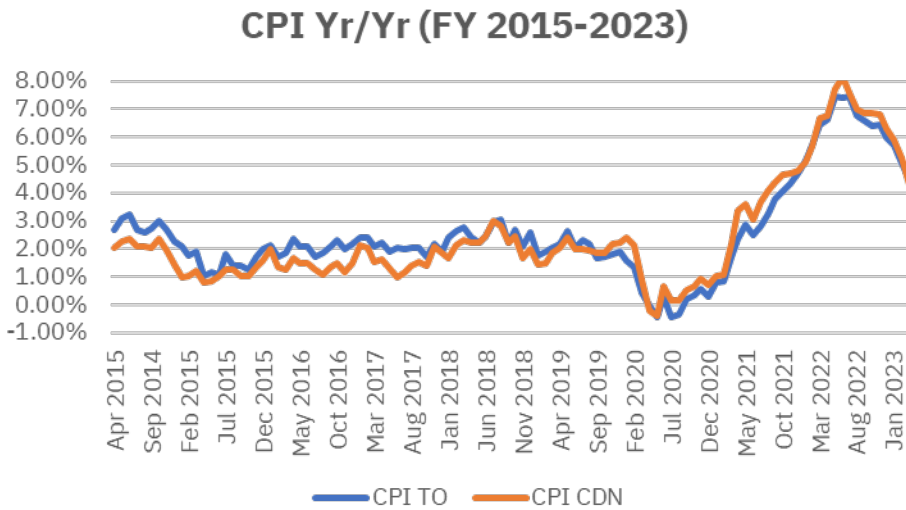
4 Year MA (moving average) value (FYE April 30, 2023) = 125.6590  
 Yield for FY 2022-23 distribution ÷ 4-year moving average unit value:  
 $\$4.56 \div \$125.6590 = 3.63\%$

**Figure 1: Endowment Fund Unit Value Since 2014 and 4-Year Moving Average**

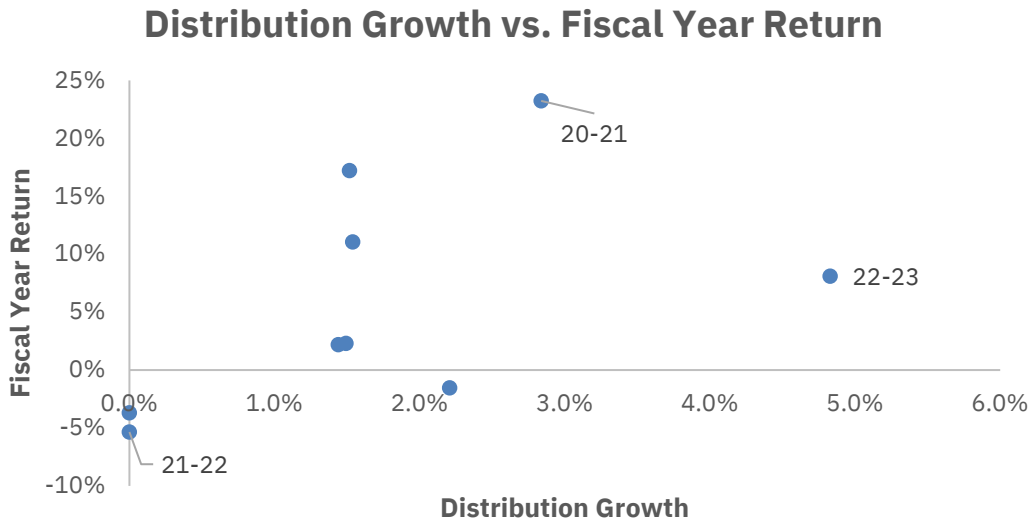


# Board of Governors

**Figure 2: Consumer Price Index Data for Toronto and Canada 2015-2021**



**Figure 3: Distribution Growth vs. Fiscal Year Return**





## LAND AND PROPERTY COMMITTEE

# Report to the Board of Governors

at its meeting of June 27, 2023

The Land and Property Committee met on June 2, 2023, and makes this report to the Board for information.

### 1. Capital and Construction Report

#### Vari Hall Project Update

The Committee received a report on the status of the Faculty of Liberal Arts & Professional Studies (LA&PS) Building Addition– Vari Hall project which was approved in 2021 with a budget of \$31.3M for the construction of a two-storey addition to the south wing of Vari Hall. During the planning phase, it was determined that adding two floors was not feasible due to the building structure and would require the removal of a significant portion of Vari Hall’s first and second floor brick cladding and interfere with existing windows on the affected levels. As part of the validation process an alternate site location for a four-storey addition of equivalent program space located immediately to the south side of Vari Hall was identified. The budget from the validation phase determined that the cost to design and construct the addition to Vari Hall is approximately \$51M based on May 2023 estimates prepared by the contractor and architect which is consistent with the escalation in construction project costs experienced in the sector.

The validation report for the Vari Hall addition will be completed in June 2023 and will cover the design development level of documentation including elevations, project scope, and project costing. LA&PS and the university will review the report and bring forward a recommendation to the Committee.

The Vari Hall project was identified for the Integrated Project Delivery (IPD) method of project execution. IPD is a collaborative approach to construction project delivery that seeks efficiency and involvement of key stakeholders through all phases of design, fabrication, and construction, and combines integrated practice and lean construction principles. Through this approach, the project team completed the validation phase in 8 months, realized savings and was able to identify the feasibility of the budget and project scope during the initial stages of a project. The collaborative decision-making and efficient project structure allowed the project team a high degree of agility in managing challenges such as the uncertainty of the supply chain and inflationary market conditions.

## Keele and Glendon Campuses

The Committee received updates on Board-approved capital construction projects as of May 31, 2023. In total, York has set aside \$257M for Board-approved (\$218M) and VPFA-approved (\$40M) capital projects. Board-approved projects include:

<b>Project</b>	<b>Approved Budget</b>
Neuroscience Facility at Sherman Science Research Centre	\$54.50 M
Research Space to Support Faculty Complement Renewal	\$9.60 M
Washroom Renewal Program	\$3.50 M
Classroom Renewal Program at both the Keele and Glendon campuses	\$20.00 M
Central Utilities Building	\$2.35 M
Goldfarb Gallery	\$13.50 M
Building Addition - Vari Hall	\$31.30 M
Faculty of Education Building Renovations	\$7.46 M

A list of VPFA-approved projects was also provided and it was noted that the following two projects will no longer be included in future reports: a) Research Space to Support Faculty Complement Renewal and b) Faculty of Education Building Renovations in Winters and McLaughlin Colleges.

## Markham Campus

The Committee received an update on the Markham Campus noting that the project continues to move forward and track well against the approved budget and achieve the planned completion in Spring 2024.

As noted in previous reports, challenges in the construction market over the past three-years related to skilled-trades labour shortages, increased materials cost and supply-chain delays have affected all University capital projects. Post contract award price escalation requests for cost increase of materials and labour continue to be reviewed, and where possible, escalation cost risks are averted by expediting the purchase and acquisition of building materials and equipment to store in the project's warehouse until delivering them to the site when required. In addition, where reasonable, the team considers honouring early payment terms for some materials, provided securities are attained.

## Board of Governors – Finance and Audit Committee

With respect to Social Procurement targets for the Markham Campus project, as previously noted, targets for apprenticeships and social procurement spending have been exceeded:

- Apprenticeships: 16 equity-deserving apprentices have been hired, where the original target was 10 apprentices; and,
- Social Procurement Spending: the construction manager and its subtrades now report \$6.3M of spending within York Region, far exceeding the initial \$3M target.

The Committee received updates related to campus parking, as the City of Markham has approved the campus parking lot site plan. The Committee was also advised that the RFS process for development of student housing in Markham was recently cancelled and the proponents have been advised. Administration is currently considering next steps.

*Mary Traversy*  
*Chair*

## York University Board of Governors Minutes

**Meeting:** Open Session, 2 May 2023 via videoconference

<b>Present:</b>	<b>Regrets:</b>	<b>Others:</b>
<p>Paul Tsaparis, Chair  Francesca Accinelli  Marie-Hélène Budworth  Joanie Cameron Pritchett  Stefanie Lamonaca Caputo  Jacques Demers  Antonio Di Domenico  Jose Etcheverry  David Garg  Rhonda Lenton  Sham Madhok  Ariana Mah  Dee Patterson  Eugene Roman  Ken Silver  Nar Singh  Nadine Spencer  Katie Taylor  Bobbi White</p> <p>Pascal Robichaud, Secretary</p> <p>Guests:  Dave McComiskey, Governance Solutions (AG)  Dave Brown, Governance Solutions (AG)</p>	<p>Jose Etcheverry  Konata Lake  Loretta Lam  Carole Malo  Helen Polatajko  David Semaan  Mary Traversy</p>	<p>Amir Asif  Anthony Barbisan  Darran Fernandez  Marco Fiola  Susana Gajic-Bruyea  Alice Horvoka  Jacqueline Janelle  Barbara Joy  Margaret Kierylo  Ran Lewin  Weiling Li  Lyndon Martin  Mary Catherine Masciangelo  Brad Parkes  Alice Pitt  Ijade Maxwell Rodrigues  Carol McAulay  JJ McMurtry  Olawakemi Oke  Sonia Pettinella  Lisa Philipps  Nona Robinson  Christine Silversides  Louise Spence  Darus Suharto  Susan Webb</p> <p>Leikha Bisera, Assistant Secretary  Michelle Roseman, Administrative Assistant  Amanda Wassermuhl, Assistant Secretary  Alex Munin, IT Support</p>

## II. Open Session

### 1. Chair's Items

The Chair welcomed Governors and community members to the 479<sup>th</sup> meeting of the Board of Governors of York University and read the Land Acknowledgement.

# York University Board of Governors - Minutes

The Chair reminded members of some key events coming up – the Chancellor’s Installation ceremony on May 10, the Board retreat on May 12 and that York is hosting the annual Congress from May 27 to June 2.

## a. Report on Items decided during the closed session

The Chair reported the items decided in the Closed Session, as set out below:

- the appointment of Kimberly Murray to the Board of Governors for a four-year term from 1 July 2023 to 31 June 2027.

The Board approved the items listed in the consent agenda as follows:

- the minutes of our Meeting of February 28, 2023,
- appointments to the Pension Fund Board of Trustees,
- updates to Banking resolutions,
- amendments to the (i) Healthy Workplace Policy, (ii) Policy on Workplace Harassment and (iii) the Policy on Workplace Violence,
- a clarifying amendment to the Regulation Regarding Student Organizations.

## 2. Executive Committee

The Chair reported that the Committee received an update from the President, which includes the audit of the Auditor General of Ontario, engaged in a discussion regarding the University’s Enterprise Risk Monitoring Framework and reviewed key issues from this Board cycle’s meeting.

### a. Action Taken on Behalf of the Board

The Chair reported that the Executive Committee has approved the following, on behalf of the Board:

- the Tentative Collective Agreement with OPSEU 578-2 and,
- mandates for upcoming collective bargaining.

## 3. President’s Items

President Lenton welcomed members and provided comments related to a) York’s long-term vision, b) the Strategic planning cycle, c) external disruptors and challenges and d) updates on strategic priorities to advance York’s long-term vision and mitigate short-term challenges.

## York University Board of Governors - Minutes

President Lenton noted that in 35 years, York will have reached 100 of existence, and it is time to start to take stock to ensure that the Strategic plan is on track to meet its vision to be an internationally recognized university for driving positive change.

The President reflected on the externalities facing higher education and the implications of those externalities on York's Strategic Plan and spoke to major disruptors in higher education, transformational priorities, risks, and measures to mitigate the risks. As disruptors are shaping higher education, there is a need for be agile and flexible. Management has engaged in a prioritization exercise to assess and identify transformational priorities and take into consideration institutional capacity and the broader context surrounding higher education. This assessment will be presented to the Board at the upcoming retreat.

President Lenton spoke on the Global Engagement and Internationalization strategy that was launched in March and how it supports international recruitment, faculty exchange, global research collaboration, academic partnerships and helping York to drive positive change locally but addressing global challenges such as poverty and climate change. The President also highlighted York's Sustainability Strategy and the role it plays in building York's brand and profile as a leader in sustainability and elevating York's reputation.

### a. Kudos Report

The report as distributed was *noted*.

## 4. Academic Resources Committee

Mr. Di Domenico spoke to the Committee's written report which provided an update on Strategic Enrolment Management and the proposed School of Medicine and its governance processes. Chair Di Domenico also spoke to the annual research update which highlighted prestigious national and international honours York researchers received, as well as progress made towards the University's Strategic Research Plan.

## 5. External Relations Committee

Ms. Accinelli referred to the Committee report included with the agenda, and noted developments in advancement, updates to the Microlecture Series and that York was named Academic Lead for the "Water Academy" following the President's participation at the recent United Nations Water Conference, given York's growing areas of strength in water research.

## 6. Finance and Audit Committee

Ms. White highlighted key items in the Committee's report and reported that the committee had a discussion on the budget covering the critical drivers, the SEM, as well as a number of complex data on enrolment and how it translates to the budget. The committee also received

## York University Board of Governors - Minutes

the report of the internal auditors and reinforced the message that delays in the corrective action plan need to be a priority.

### a. Tuition Fees

The Committee reviewed and approved, for recommendation to the Board of Governors, the proposed tuition fees for four new programs offered through the Schulich School of Business.

It was duly *agreed*, **that the Board of Governors approve the following tuition fees for four new programs offered through the Schulich School of Business:**

#### 1) Graduate Diploma in Accounting Analytics (GDAN):

- a) Domestic part-time tuition fees for 2023-24: **\$7,007.40 per part-time term (\$14,014.82 for the program - 2 terms) effective Fall 2023** (excludes centrally collected ancillary and student referenda fees).

**NOTE:** Board approval for the domestic tuition fee is subject to approval by the Ministry of Colleges and Universities

- b) International part-time tuition fees for 2023-24: **\$7,007.40 per part-time term (\$14,014.82 for the program - 2 terms) effective Fall 2023** (excludes centrally collected ancillary fees and student referenda fees).

#### 2) The Graduate Diploma in Global Metals and Minerals Management (GMMM):

- a) Domestic full-time tuition fees for 2023-24: **\$17,518.52 per full-time program fee (\$4,379.63 per unit fee - 4 units) effective Winter 2024** (excludes centrally collected ancillary and student referenda fees).

**NOTE:** Board approval for the domestic tuition fee is subject to approval by the Ministry of Colleges and Universities

- b) International full-time tuition fees for 2023-24: **\$28,959.26 per full-time program fee (\$7,239.82 per unit fee - 4 units) effective Winter 2024** (excludes centrally collected ancillary fees and student referenda fees).

#### 3) Master of Health Industry Administration (MHIA):

- a) Domestic full-time tuition fees for 2023-24: **\$11,987.80 per full-time term (\$35,963.40 for the program - 3 terms) effective Fall 2023** (excludes centrally collected ancillary and student referenda fees).

**NOTE:** Board approval for the domestic tuition fee is subject to approval by the Ministry

## York University Board of Governors - Minutes

of Colleges and Universities

- b) International full-time tuition fees for 2023-24: **\$28,942.04 per full-time term (\$86,826.11 for the program - 3 terms) effective Fall 2023** (excludes centrally collected ancillary fees and student referenda fees).

#### 4) Master of Business Administration in Leading Technology-Enabled Organizations (MBAt):

- a) Domestic full-time tuition fees for 2023-24: **\$82,750 per full-time program fee (\$20,687.50 per full-time term for 4 consecutive terms) effective Fall 2023** (excludes centrally collected ancillary and student referenda fees)
- b) International full-time tuition fees for 2023-24: **\$127,500 per full time program fee (\$31,875 per full-time term for 4 consecutive terms) effective Fall 2023** (excludes centrally collected ancillary and student referenda fees)

#### b. Spring 2023 Student Referendum on Affordable Housing

Ms. White spoke to the documentation included in the agenda and noted that the 2023 Spring Referendum took place in March 2023 regarding affordable housing where 12% of eligible student voters and passed with more than 87% vote in favour.

It was duly *agreed*, that the **Board of Governors approve the following referendum results for the Affordable Housing Committee at York University:**

1. **Affordable Housing Committee: Implement an increase in levy of \$5.90 per term for part-time students and \$6.75 per term for full-time students, and to index the levy to annually increase or decrease in accordance with the Toronto Consumer Price Index.**

**Constituency: Graduate students in Faculty of Graduate Studies, Environmental Studies & Urban Change, and the Schulich School of Business.**

#### c. Sherman Health Science Research Centre – Building Expansion Budget Adjustment

The Committee reviewed and approved, for recommendation to the Board of Governors, the proposed budget adjustment for the Sherman Health Science Research Centre to address the escalating construction costs.

It was duly *agreed* that the **Board of Governors, a budget increase of \$6.0M (from \$48.5M to \$54.5M) inclusive of HST, for the expansion of the Sherman Health Science**



# York University Board of Governors - Minutes

## Research Centre and the subsequent renovations at the Behavioral Science Building (BSB).

### 7. Governance and Human Resources Committee

On behalf of Konata Lake, Dee Patterson reported on the key items of business discussed by the Committee and spoke to developments made on the Decolonization, Equity, Diversity and Inclusion (DEDI) Strategy and noted that York launched an Indigenous Research Ethics Board, the first of its kind in Canada and part of the larger initiative around decolonizing research administration. Ms. Patterson also noted that the committee heard about leading practices in board recruitment and selection and initiatives underway for a more formal onboarding and orientation for new members.

### 8. Investment Committee

Mr. Demers spoke to the Committee's report which included the appointment of an infrastructure manager for the York University Endowment Fund, a request to revise the Statement of Investment Policies and Procedures (SIPP) for a benchmark change, that was subsequently rescinded, and the annual investment review of the Endowment Fund.

### 9. Land and Property Committee

On behalf of Mary Traversy, Ken Silver spoke to the Committee's report to the Board which included an industry costing benchmark that offers insights on inflationary pressures affecting capital project budget changes. The Markham Campus project continues to track well towards a completion date as social procurement spending continue to exceed targets. It was also noted that the University has initiated an Institutional Capital Planning (ICP) process to ensure all York University capital needs are identified, tracked, and considered early in divisional planning.

### 10. Other Business

There was no other business.

### 11. In Camera Session

An *In Camera* Session was held. No decisions were taken.

Paul Tsaparis, Chair \_\_\_\_\_

Pascal Robichaud, Secretary \_\_\_\_\_

## Board of Governors

### Memorandum

To: Board of Governors

From: Konata Lake, Chair, Governance and Human Resources Committee

Date: 27 June 2023

Subject: 2022 Annual Employment Equity Statistical Report

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The following are highlights of the equity workforce analysis found in the 2022 Annual Employment Equity Statistical Report (Appendix A) for equity identified groups at York University.

### Report Highlights

This report highlights representation at York University for the four designated groups – women, Indigenous peoples, racialized persons, and persons with disabilities, under the Federal Contractors Program. As well, representation rates for the 2SLGBTQ+ community are highlighted. The report also highlights employment equity initiatives undertaken in 2022, along with recommendations for future initiatives.

In general, the data reveal that while the overall representation rates for women continue to exceed the external availability data, Indigenous peoples, racialized persons, and persons with disabilities show a general trend of representation rates falling below the external availability data provided by Statistics Canada.

### Recommendations and Future Initiatives

The report notes the recommendation made in the newly launched Decolonizing, Equity, Diversity and Inclusion Strategy (DEDI Strategy) that the University undertake the development of a pan-university employment equity action plan. The action plan would include benchmarks for recruitment, hiring, and retention of equity-deserving individuals, and qualitative and quantitative reporting mechanisms with the goal of

## Board of Governors

increasing representation, career progression, success and retention across all employee groups.

It is anticipated that the development of such an action plan would allow for the development of the necessary policies and processes to support improvements in employment equity, along with the establishment of timelines for working towards achieving greater representation in the areas where employment barriers have been persisting.



# Employment Equity Report 2022

Division of Equity, People and Culture

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YORK 

# Employment Equity Report 2022

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## 1.0 Introduction and overview

The Annual Employment Equity Report provides the Board of Governors and the University community with a summary of York University's progress towards achieving representation in the four federally designated groups (Women, Racialized persons, Indigenous peoples, Persons with disabilities) and the 2SLGBTQ+<sup>1</sup> community. The equity representation data used within the report are compared to the external availability data<sup>2</sup> provided by Statistics Canada (the 2016 Census and the 2017 Canadian Survey on Disability). Representation rates for Employment Equity Occupational Groups (EEOGs)<sup>3</sup> are analyzed at the institutional, divisional and Faculty levels. An overview of the Employment Equity program at York is available in [Appendix C](#).

Section two presents the 2022 data and provides some analysis. Section three extends the analysis for Divisions and Faculties and discussion on Significant Gaps<sup>4</sup> between York's representation of the four designated groups and national availability data by employee group. Section four highlights employment equity initiatives that were undertaken during 2022. . Recommendations and future initiatives are identified in section five. Finally, section six contains the report's conclusion. There are a number of appendices included as supplementary information, including a listing of relevant policies, reports and definitions and data on the total University hires, promotions and exits.

For the purpose of the analysis undertaken, the total number of employees is 8078, which comprises all employee groups, excluding casual staff. Employment equity data are gathered through confidential surveys conducted with faculty, instructors, and staff each year. The data are analyzed in PeopleSoft (York's human resources information management system) and the Workplace Equity Information Management System (WEIMS) (software to assist employers subject to the Federal Contractors Program (FCP) in completing their employment equity obligations). WEIMS aggregates the data to prevent identification of individuals and generates workforce analysis reports. These workforce analysis reports allow for comparison of York's

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<sup>1</sup> This report uses the term 2SLGBTQ+ rather than the more recent adoption by York of the term 2SLGBTQIA+, which is defined in the [glossary](#) of York's Decolonizing, Equity, Diversity and Inclusion which was released in May 2023. This is to remain consistent with the terminology used in the Employment Equity Survey from 2022.

<sup>2</sup> External availability figures are provided by Statistics Canada and are used to compare the per cent of employees internally by a specific designated group and occupation versus the per cent of designated group members who are externally available to perform that job. The most recent external availability data is from the 2016 Census.

<sup>3</sup> An EEOG is a grouping of NOC codes into like types and is used for analytical purposes. The structure was developed by the federal Labour Program, a program that governs Employment Equity. For example, the broad grouping 'Professionals' includes occupations such as lawyers, doctors, professors, teaching assistants, etc. Each of these occupations has their own specific NOC code (see Appendix for examples of jobs at York by EEOG).

<sup>4</sup> The Significant Gap analysis, also known as the Labour Availability Analysis, calculates the difference between the internal representation of equity-deserving groups based on self-identification and the representation of qualified candidates from equity-deserving groups in the external labour force.

internal representation data for the four federally designated groups with the external availability data provided by Statistics Canada. It should be noted that whilst there are four federally designated groups, York University also recognizes a fifth equity-deserving group, namely persons identifying as 2SLGBTQ+; consequently, this report provides internal representation data for all 5 groups. However, since WEIMS does not currently provide workforce analysis reports for the equity-deserving group 2SLGBTQ+, external availability data is not currently accessible for the 2SLGBTQ+ group that would allow for the detailed analysis that is provided for the four federally designated groups.

In general, an analysis of the data for total employees reveals that while the overall representation rates for women continue to exceed the external availability data, Indigenous peoples, Racialized persons, and Persons with disabilities show a general trend of representation rates falling below the external availability data provided by Statistics Canada.

However, as of December 31, 2022, the following EEOGs have displayed an internal representation that exceeded the external availability data provided by Statistics Canada:

- Women - Senior Managers, Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Supervisors, Administrative and Senior Clerical Personnel, Clerical Personnel and Semi-Skilled Manual Workers.
- Indigenous peoples – Clerical Personnel, Intermediate Sales and Service Personnel and Semi-Skilled Manual Workers.
- Racialized persons – Senior Managers, Middle and Other Managers, Semi-Professionals and Technicians, Administrative and Senior Clerical Personnel and Skilled Crafts and Trades Workers
- Persons with disabilities – Managers, Supervisors: Crafts and Trades, Intermediate Sales and Service Personnel and Other Manual Workers

## 2.0 Employment Equity Data 2022

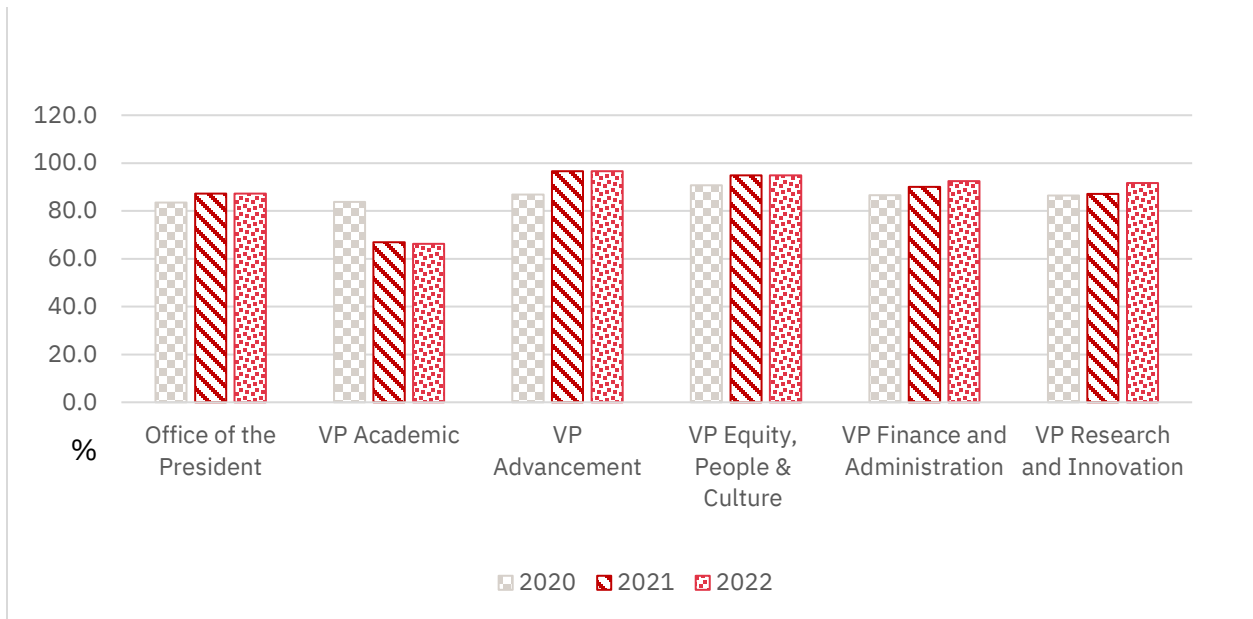
The representation data used within this report is compared to the external availability data provided by Statistics Canada Representation rates for Employment Equity Occupational Groups (EEOGs) institutionally, as well as Divisions and Faculties at York, are analyzed. All data presented is reported from December 31, 2022.

### 2.1 Employment Equity Survey Return Rate

The average survey return rate in 2022 for all employees was 88.2%. Return rates varied across Divisions from 96.6% to 66.2%, as can be seen in Figure 1.



Figure 1: Comparative Survey Return Rate by Division 2020-2022

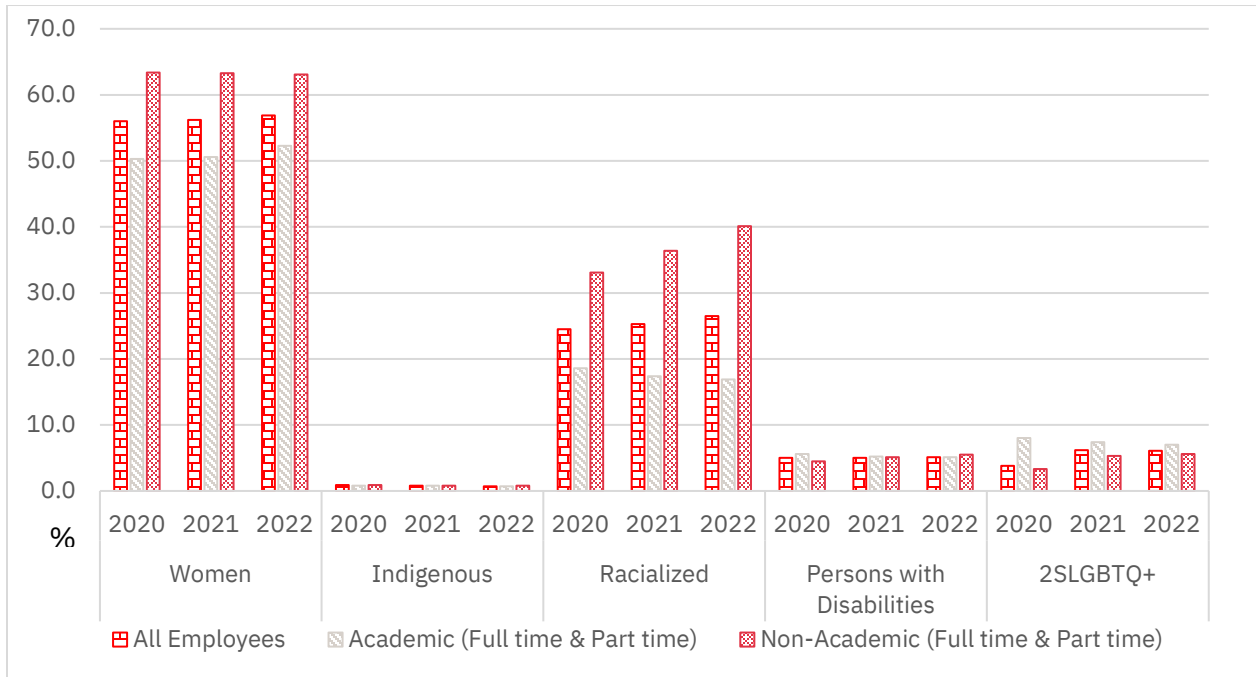


## 2.2 Overall Representation Rates<sup>5</sup>

Figure 2 provides a summary of representation rates for designated groups. An analysis follows in sections 2.3 to 2.7.

<sup>5</sup> For this report the total employee count in 2022 was 8078.

Figure 2: Representation Rates for Designated Groups 2020-2022



### 2.3 Women

Based on the data in Figure 2, 56.9% of all employees at York are women. This compares to an aggregated external availability figure of 52.4%. Internal representation figures continue to be relatively stable when compared to figures from 2020 and 2021.

Based on the data in Figures 3(a), (b) and (c) that follow, women are highly represented in a number of EEOGs such as Senior Managers, Middle and other Managers and Professionals. However, there is significant underrepresentation of women in the EEOGs of Supervisors: Crafts and Trades, Skilled Crafts and Trades Workers, Intermediate Sales and Service Personnel and Other Manual Workers.

Figure 3(a): Representation of Total Women in EEOGs 1-4

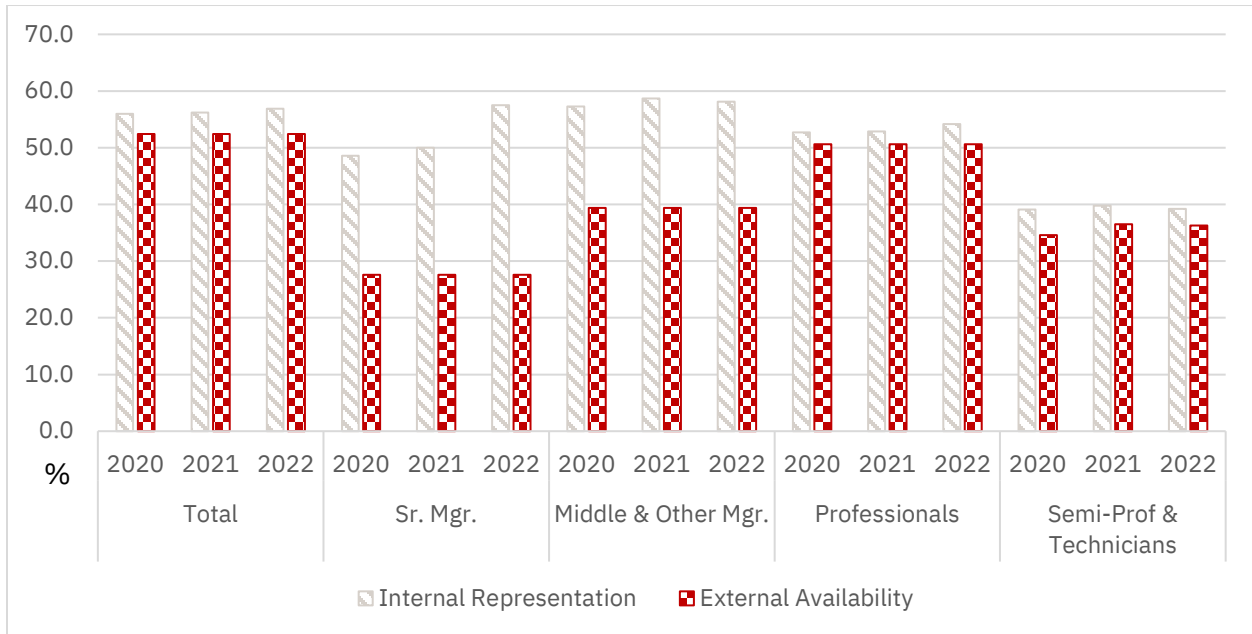


Figure 3(b): Representation of Total Women in EEOGs 5-9

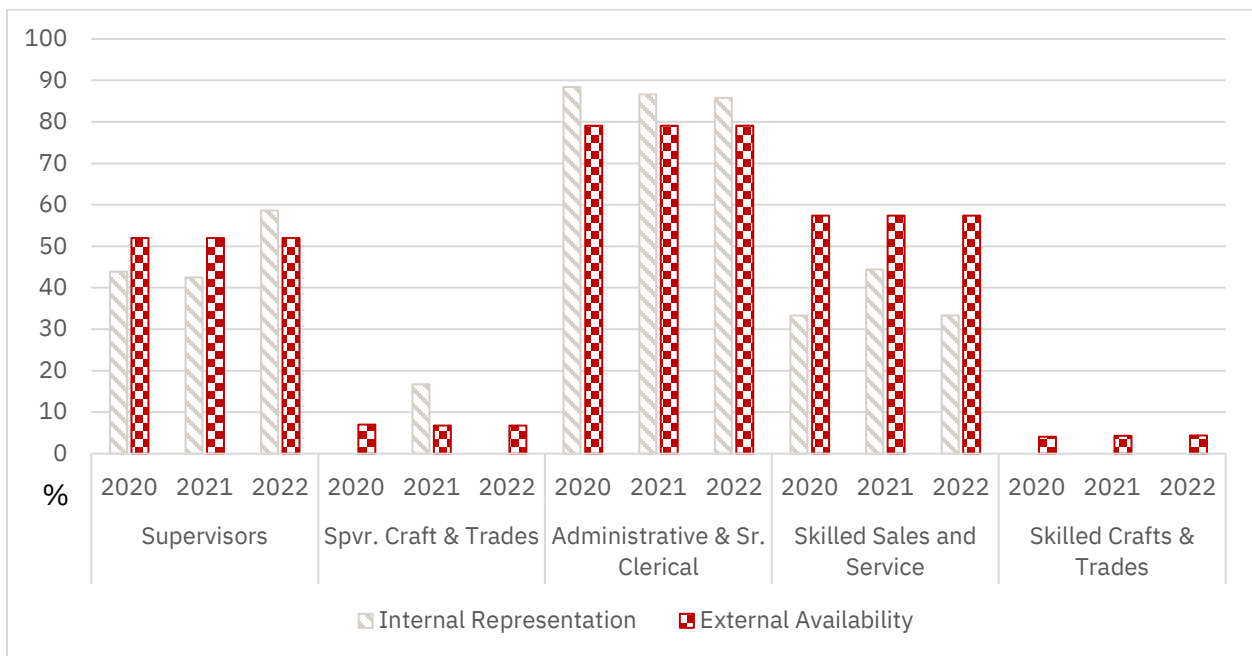
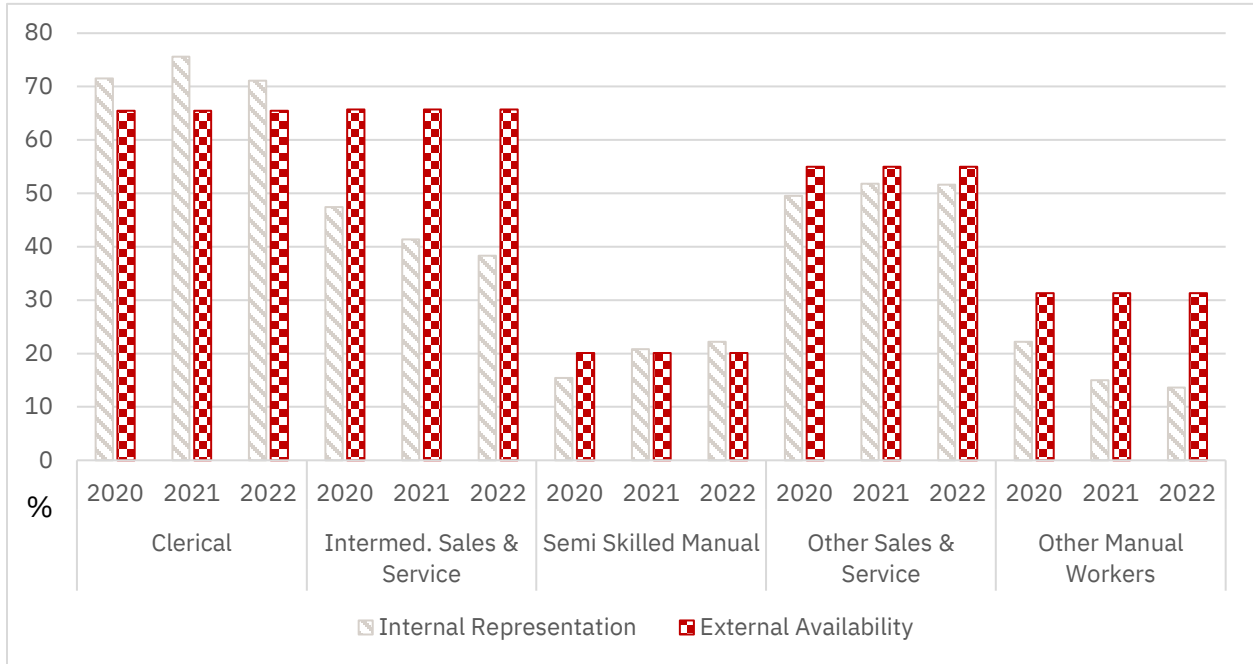


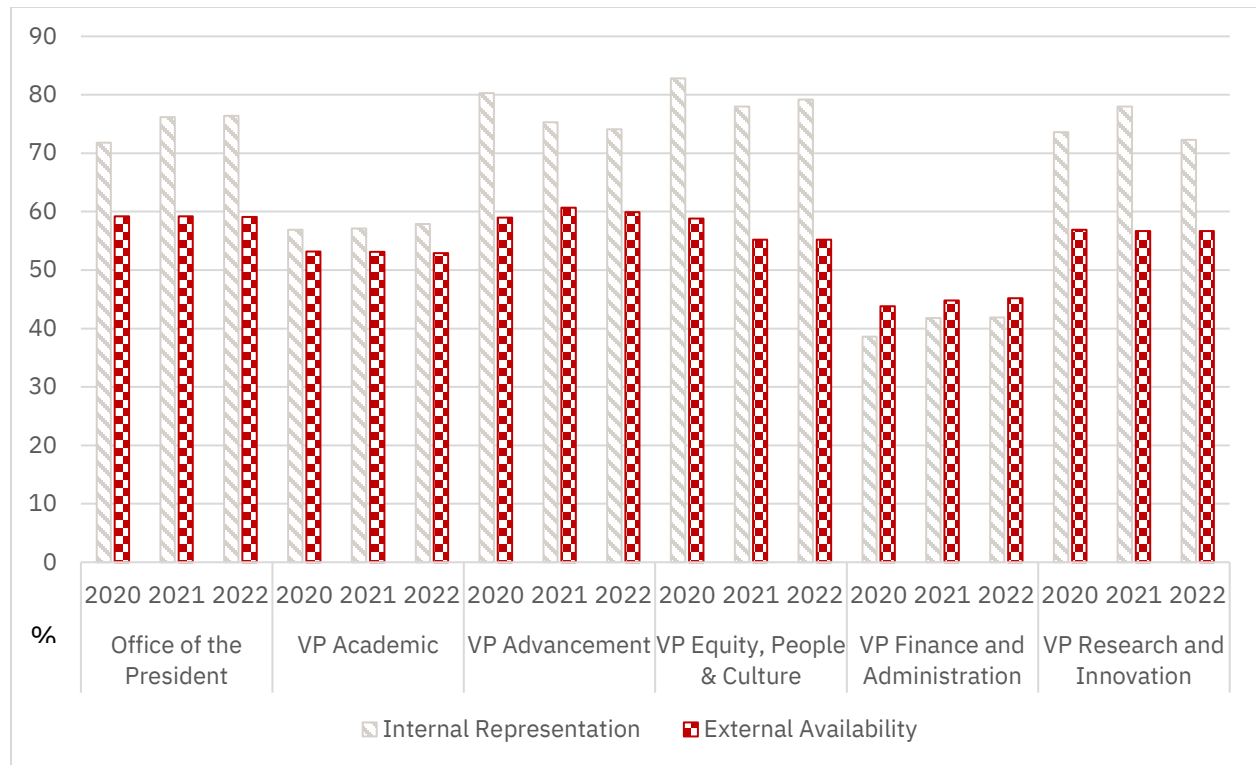
Figure 3(c): Representation of Total Women in EEOGs 10-14



### 2.3.1 ANALYSIS OF DIVISION AND FACULTY REPRESENTATION OF WOMEN

Figure 4 illustrates the representation of women for the six Divisions. The figures include all employees who work within the Division, excluding casual staff. Internal representation of women exceeds the external availability in five out of six Divisions. The exception is in the Division of Finance and Administration where the representation of women falls slightly below the external availability figures. Three-year trend analysis demonstrates that the representation of women across Divisions consistently exceeds the external availability figures.

Figure 4: Representation of Total Women by Division



Representation of women in each of the 11 Faculties and the Libraries is provided in Figures 5(a) and (b). The figures include all academic and non-academic employees of that Faculty, excluding casual staff. Internal representation for women exceeds external availability in nine of eleven Faculties; external availability exceeds internal representation in the Faculties of Engineering and Business (Schulich), with the greatest level of underrepresentation of women based on external availability, existing in Engineering. It should be noted, however, that internal representation of Women in Engineering increased from 32.9% to 36.5% from 2021 to 2022, however, this figure is still below the external availability figure. External availability also exceeds internal representation for women in Libraries. Also of note, three-year trend analysis for the Faculty of Science indicates a small but steady increase over the past three years, with internal representation of women exceeding external availability for the first time in 2022.

Figure 5(a): Representation of Total Women by Faculty

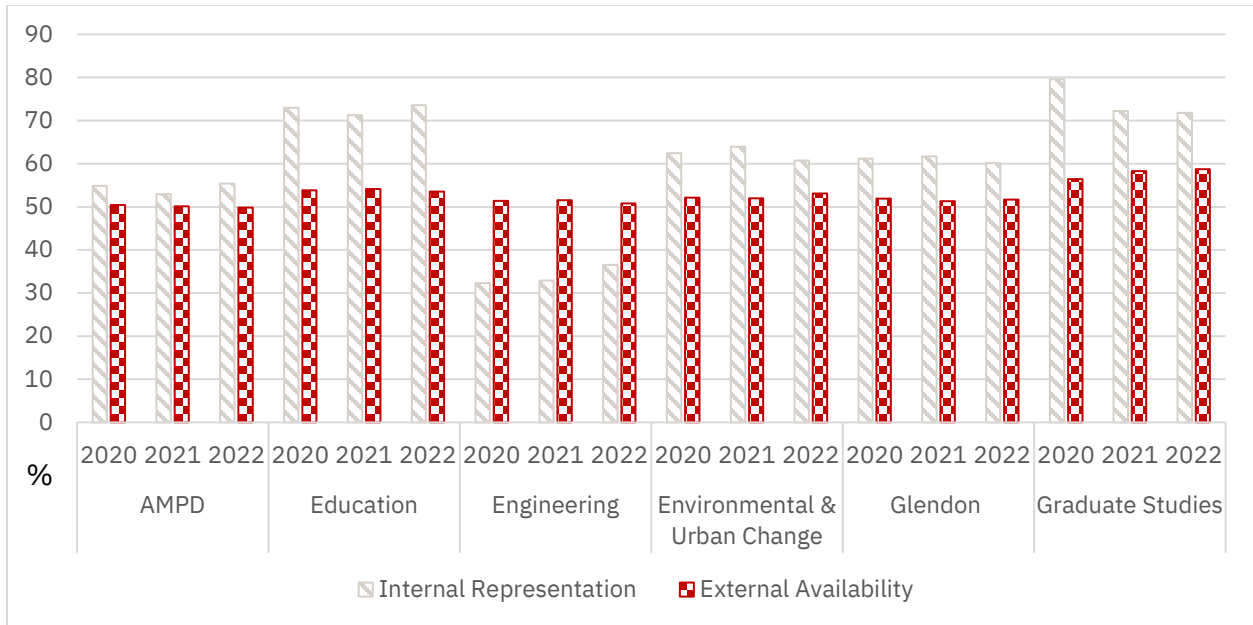
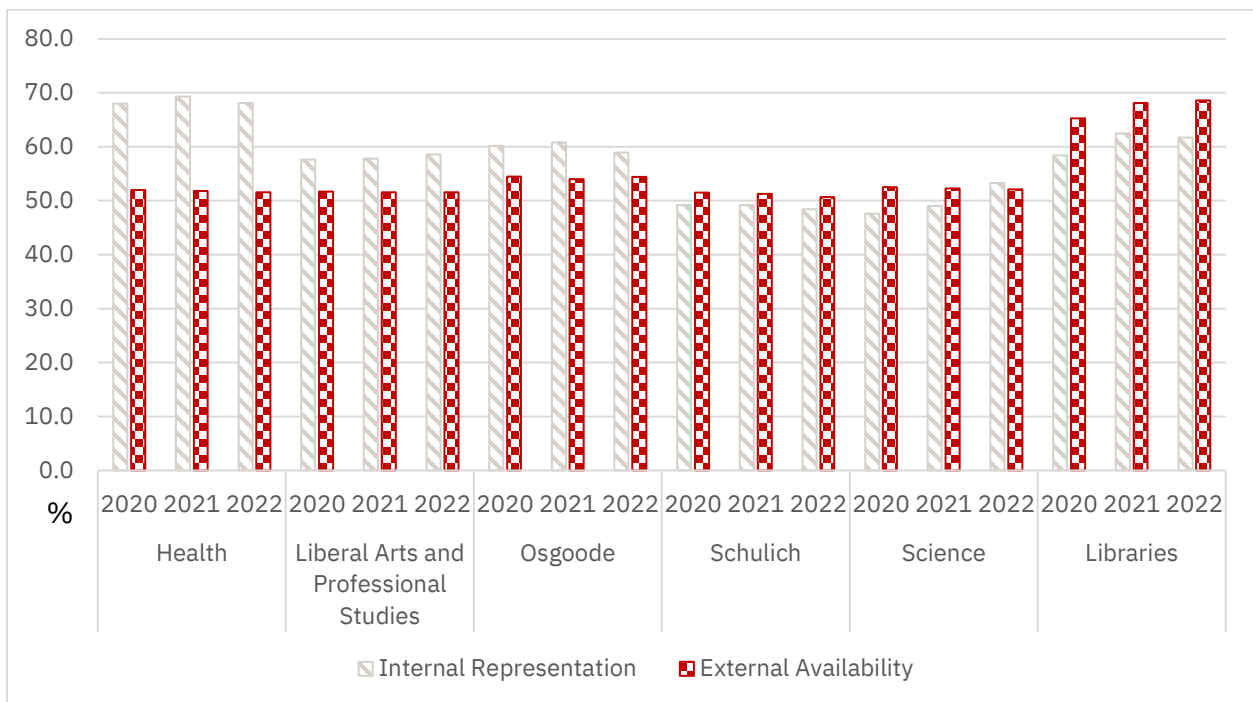


Figure 5(b): Representation of Total Women by Faculty



### 2.3.2 HIRES, PROMOTIONS AND EXITS ANALYSIS

Table 1 depicts data on the female representation rate of total employee new hires, total employee promotions<sup>6</sup> and total employee exits<sup>7</sup>.

Table 1: Hires, Promotions and Exits of Women

	2020	2021	2022
New Hires	54%	55%	55%
Promotions	49%	36%	58%
Exits	53%	54%	54%

For further details about hires, promotion, and termination data for designated group members, see Appendices [E](#), [F](#), [G](#).

## 2.4 Indigenous Peoples

Figure 2 indicates that 0.7% (57/8078) of the total employee base identified themselves as Indigenous peoples. This compares to an external availability figure of 1.8%. Academic employees have an internal representation figure of 0.7% versus an external availability figure of 1.6%. Non-academic employees have an internal representation rate of 0.8% compared to an external availability rate of 1.8%.

As shown in Figures 6(a), (b) and (c), Indigenous peoples are underrepresented within several EEOGs amongst total employees. Whilst Indigenous employees are highly represented in the occupational groups of Supervisors Craft and Trades, and Semi-Skilled Manual Workers, there continues to be significant underrepresentation of Indigenous peoples in most of the EEOGs, and there is no internal representation of Indigenous peoples in several EEOGs including Semi-Professionals and Technicians, Supervisors, Skilled Sales and Service Personnel, Skilled Crafts and Trades Workers and Other Manual Workers.

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<sup>6</sup> For fulltime Faculty, for FCP purposes, a “promotion” means that: A professor receives an appointment at the dean level or above with full-time administrative function (does not retain teaching responsibilities); and a professor moves up in rank which may or may not result in a salary increase for a period of 12 weeks or more. Promotions include employees who have permanently moved from one position to another position that: a) have a higher salary range than the salary range of the position previously held by the employee, and/or b) rank higher in the organizational hierarchy.

<sup>7</sup> Exits include any separation of employment from York University, including voluntary and involuntary separations (e.g. end of contract, retirement).

Figure 6(a): Representation of Total Indigenous Peoples in EEOGs 1-4

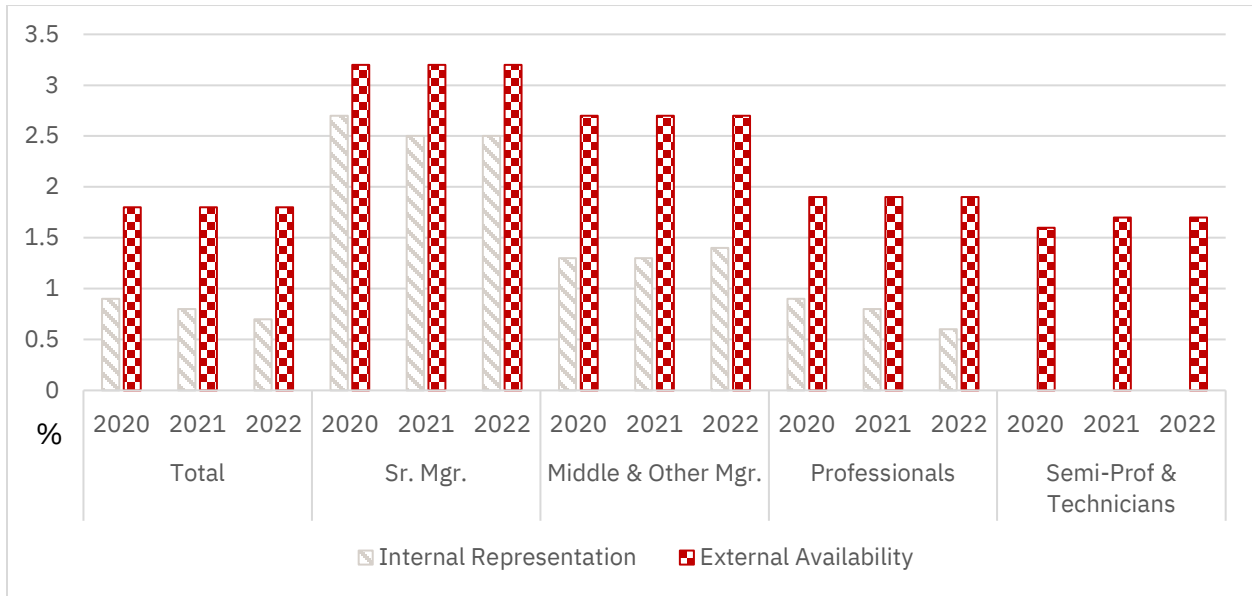


Figure 6(b): Representation of Total Indigenous Peoples in EEOGs 5-9

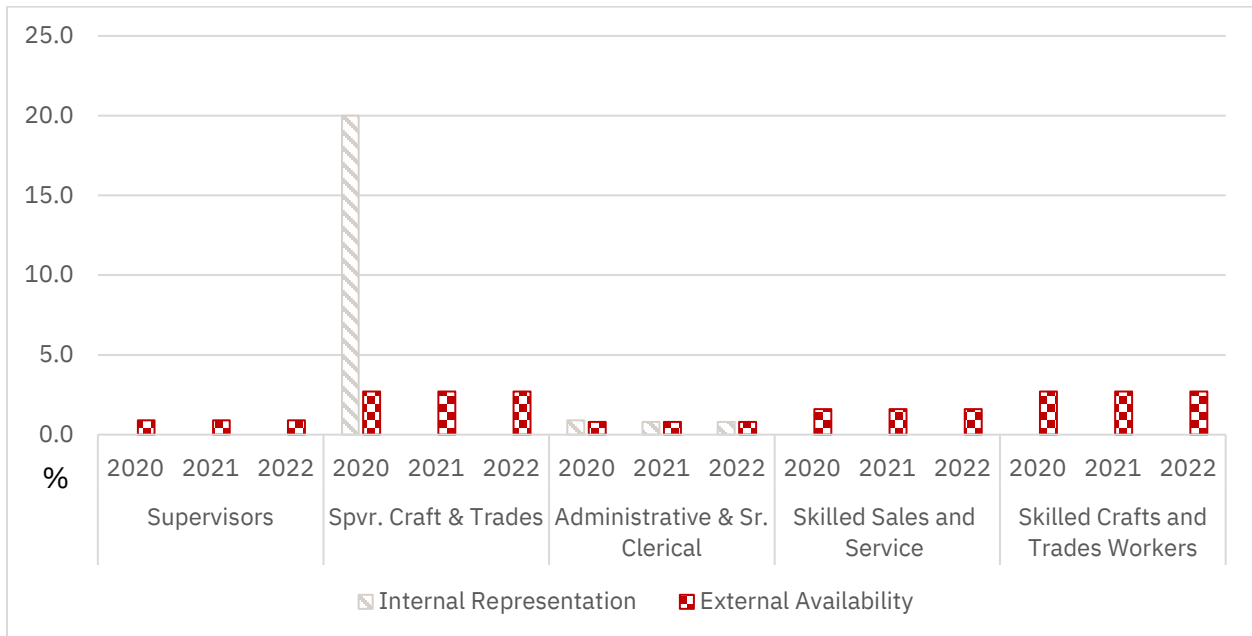




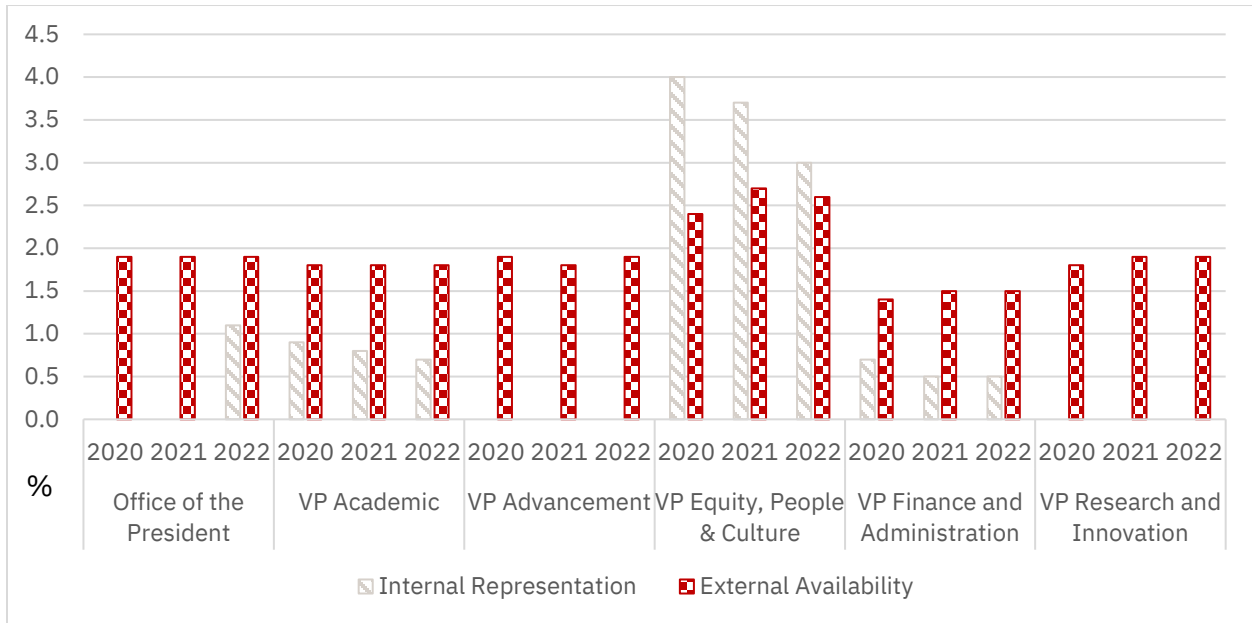
Figure 6(c): Representation of Total Indigenous Peoples in EEOGs 10-14



### 2.4.1 DIVISION AND FACULTY REPRESENTATION OF INDIGENOUS PEOPLES ANALYSIS

Figure 7 shows the representation of Indigenous peoples for the six Divisions within the University. The figures include all academic and non-academic employees who work within the Division, excluding casual staff. Over the three-year period there has been no internal representation of Indigenous peoples in two Divisions – Division of Advancement and Division of Research and Innovation, and representation in the other Divisions (with the exception of the Office of the President) has been declining over the past three years.

Figure 7: Representation of Total Indigenous Peoples by Division



Representation for Indigenous peoples for each of the 11 Faculties and the Libraries are provided in Figures 8(a) and (b). The figures include all employees (academic and non-academic) of the Faculty, excluding casual staff. In 2022, internal representation for Indigenous peoples exceeded external availability in only two of eleven Faculties, those being the Faculty of Graduate Studies and Osgoode Hall Law School. The Faculty of Graduate Studies showed a marked increase in representation, moving from 0% in 2021 to 7.7% in 2022. Internal representation in the Libraries also showed a distinct increase, with representation doubling from 2021 to 2022 (moving from 0.8% to 1.6%). Notably, the Faculty of Environmental and Urban Change had an internal representation rate of 0% for Indigenous peoples in 2022.

Figure 8(a): Representation of Total Indigenous Peoples by Faculty

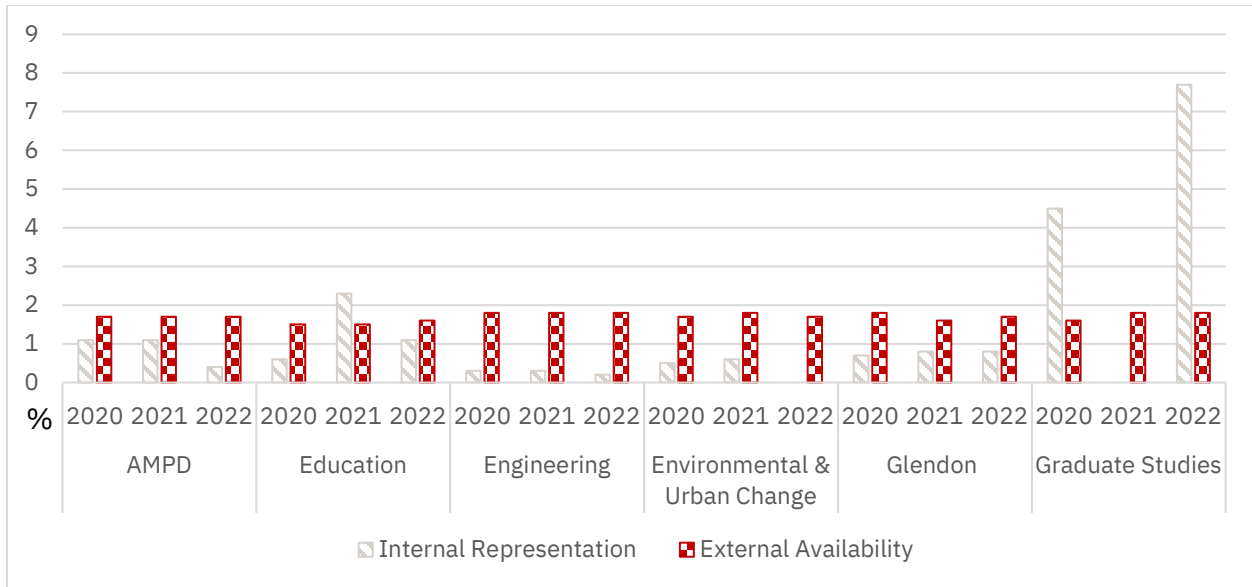
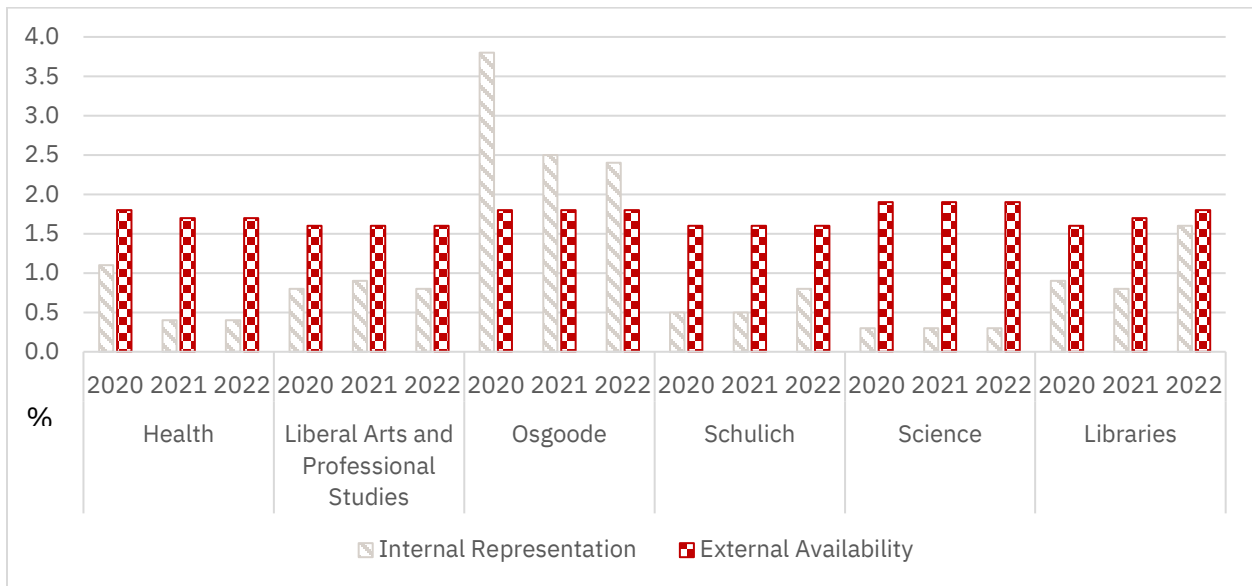


Figure 8(b): Representation of Total Indigenous Peoples by Faculty



### 2.4.2 HIRES, PROMOTIONS AND EXITS ANALYSIS

Table 2 below provides data on the Indigenous representation rate of total employee new hires, total employee promotions and total employee exits.

Table 2: Hires, Promotions and Exits of Indigenous Peoples

	2020	2021	2022
New Hires	1%	0.5%	0.4%

Promotions	0%	4%	2%
Exits	1%	1%	0.4%

## 2.5 Racialized Persons

As shown in Figure 2, at the end of 2022, the University had an internal representation rate for Racialized persons of 26.5% among total employees, compared to an external availability of 29.7%. Academic employees had an internal representation of 16.9% versus an external availability of 27.5%. Non-academic employees had an internal representation of 40.1% versus an external availability of 34.0%. Notably, a three-year analysis reveals a steady increase in representation rates from 2020 – 2022 for total employees, however, whilst non-academic employees also display a steady increase over the three-year period, the representation rate for racialized persons among academic employees shows a continual decrease over the three-year period.

As shown in Table 3, the disaggregated data for Racialized persons shows that the highest self-identified representation of a group is South Asian, at 6.3%. The lowest representation of the self-identified disaggregated groups is Japanese at 0.3%.

Table 3: Disaggregation of Racialized Persons

<b>Total Racialized Persons<sup>8</sup></b> <b>(26.5%)</b>	<b>Disaggregated % Racialized Persons</b>		
	2020	2021	2022
<b>Arab</b>	0.7	0.9	0.9
<b>Black (e.g., African, American, Canadian, Caribbean)</b>	3.0	3.5	4.1
<b>Chinese</b>	2.6	2.8	3.1
<b>Filipino</b>	0.5	0.6	1.2
<b>Japanese</b>	0.2	0.3	0.3
<b>Korean</b>	0.4	0.5	0.4
<b>Non-White Latin American (including Indigenous persons from Central and South America)</b>	0.7	0.8	0.9
<b>Non-White West Asian (e.g., Iranian, Lebanese, Afghan)</b>	1.1	1.5	1.5
<b>South Asian/Caribbean (e.g., Bangladeshi, Pakistani, Indian, Guyanese, Trinidadian, Sri Lankan, East African)</b>	5.2	4.7	6.3
<b>South East Asian (e.g., Burmese, Cambodian/Kampuchean, Laotian, Malaysian, Thai, Vietnamese, Indonesian)</b>	0.7	0.8	1.1
<b>Persons with Mixed Origin</b>	1.2	1.6	1.5

As shown in Figures 9(a), (b) and (c), Racialized persons are highly represented in the occupational groups of Middle and Other Managers, Semi-Professionals and Technicians, and Administrative and Senior Clerical Personnel, with internal representation exceeding external availability in those 3 EEOGs. We do see progress through steady increases in representation over a three-year period in the occupational groups of Middle and Other Managers, Semi-Professionals and Technicians, Supervisors, Administrative and Senior Clerical Personnel,

<sup>8</sup> Racialized Persons sub-categories are provided by [Statistics Canada](#) with the exception of Persons with Mixed Origin.

Clerical, Intermediate Sales and Service, Other Sales and Service Personnel, and Other Manual Workers. Notably, in the EEOG of Supervisors, there was a significant increase in internal representation from 2021 to 2022, with representation moving from 20% to 34.5%. However, there continues to be significant underrepresentation in many EEOGs, and an internal representation rate of 0% over a three-year period for the EEOG Supervisors: Crafts and Trades.

Figure 9(a): Representation of Total Racialized Persons in EEOGs 1-4

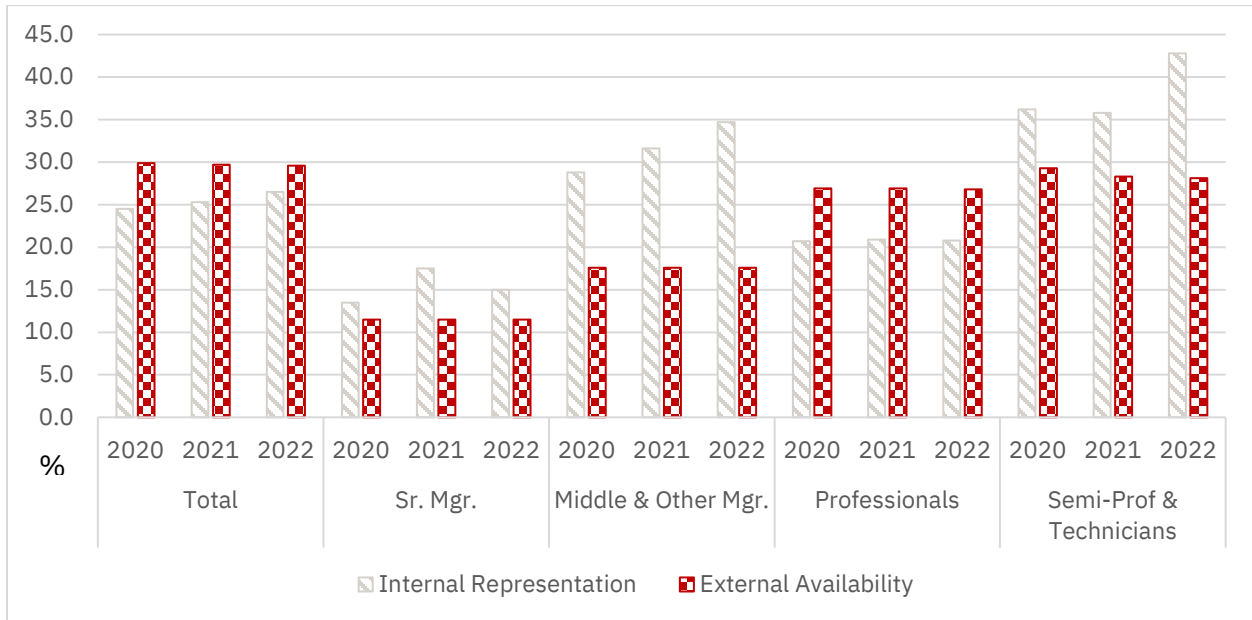
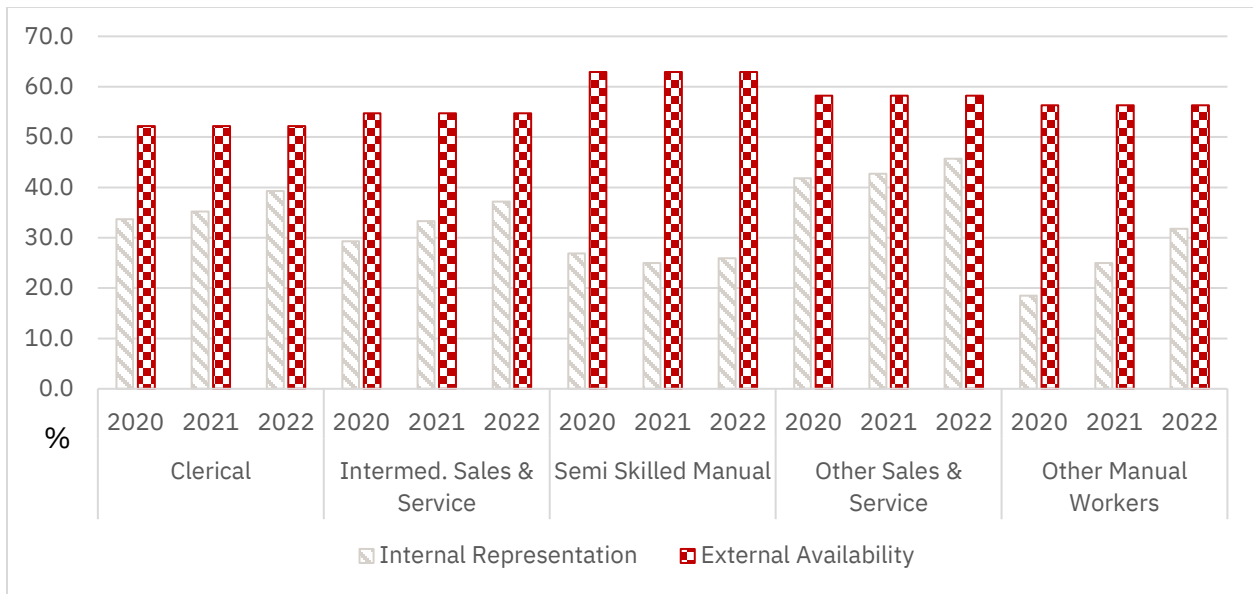


Figure 9(b): Representation of Total Racialized Persons in EEOGs 5-9



Figure 9(c): Representation of Total Racialized Persons in EEOGs 10-14



### 2.5.1 DIVISION AND FACULTY REPRESENTATION OF RACIALIZED PERSONS

Figure 10 shows the representation of Racialized persons within the six Divisions of the University. The figures include all academic and non-academic employee groups who work within the Division, excluding casual staff. Internal representation for Racialized persons either equals or exceeds the external availability in all Divisions except the Division Academic. In 2022, both the Office of the President and the Division of Research and Innovation had internal representation rates that exceeded external availability for the first time. The Division of Finance and Administration also showed improvement, with internal representation equalling external availability, also for the first time. Over the three-year period, internal representation has been increasing in the Office of the President, Division of Finance and Administration and Division of Research and Innovation.

Figure 10: Representation of Total Racialized Persons by Division

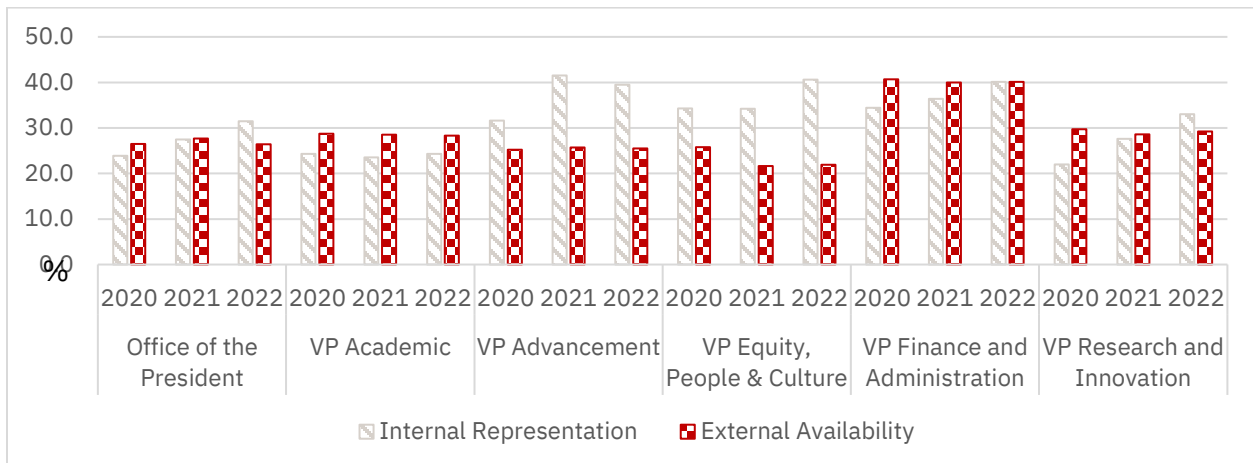
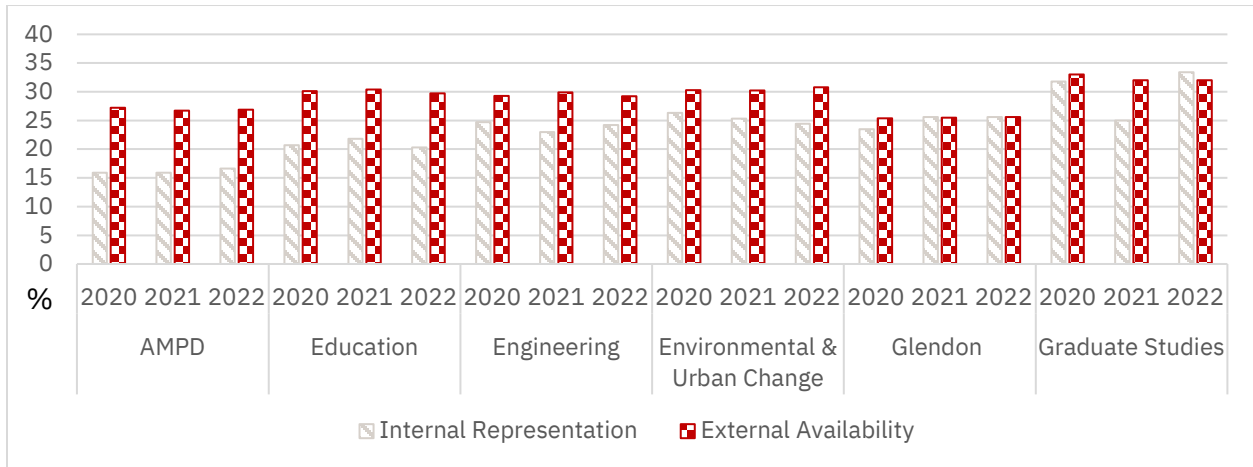
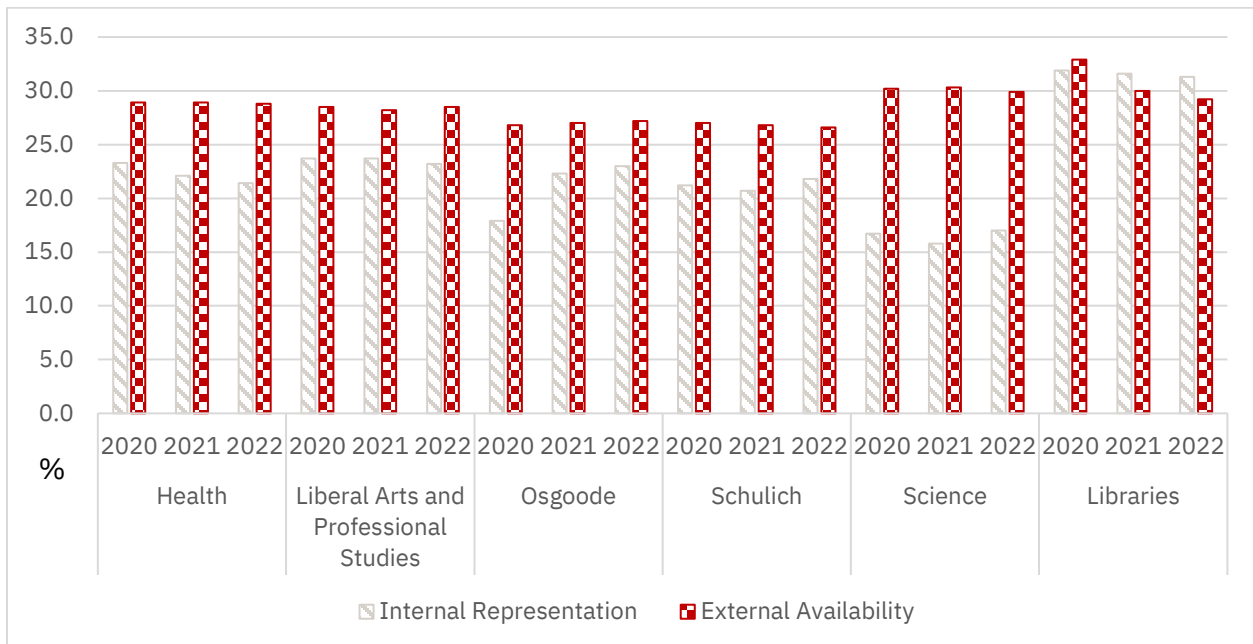


Figure 11(a): Representation of Total Racialized Persons by Faculty



Representation for Racialized persons for each of the 11 Faculties and the Libraries is provided in Figures 11(a) and (b). The figures include all employees in the Faculty, excluding casual staff. In 2022, at Glendon, internal representation equalled external availability, and in the Libraries and the Faculty of Graduate Studies, internal representation exceeded external availability. Over the three-year period, there has been a steady increase in internal representation of racialized persons only at Osgoode Hall Law School, however, despite this year-on-year increase, internal representation remains lower than external availability. Conversely, in the Faculty of Environmental and Urban Change, and Faculty of Health, there has been a slight decline in internal representation of racialized persons over the three-year period. In a small number of Faculties internal representation remained the same or almost the same from 2021 to 2022, including Glendon, LA&PS, and the Libraries.

Figure 11(b): Representation of Total Racialized Persons by Faculty





## 2.5.2 HIRES, PROMOTIONS AND EXITS ANALYSIS

Table 4 provides data on Racialized persons' representation rate of total employee new hires, total employee promotions and total employee exits.

Table 4: Hires, Promotions and Exits of Racialized Persons

	2020	2021	2022
New Hires	19%	19%	21%
Promotions	30%	28%	32%
Exits	17%	19%	21%

## 2.6 Persons with Disabilities

As shown in Figure 2, 5.1% of the total employee base identified themselves as Persons with disabilities. This compares to an external availability figure of 8.9%. Internal representation of Persons with disabilities for academic employees was 5.1% versus an external availability of 8.9%. Non-academic employees had an internal representation of 5.5% versus an external availability of 8.9%.

Figures 12(a), (b) and (c) show that on a university-wide level, Persons with disabilities are highly represented in the occupational groups of Supervisors: Crafts and Trades and Other Manual Workers, and internal representation exceeds external availability in those two EEOGs along with Intermediate Sales and Service Personnel in 2022. There has also been a steady increase in internal representation over the last three years in Senior, Middle and Other Managers, Administrative and Senior Clerical Personnel, Intermediate Sales and Service Personnel, and Semi-Skilled Manual Workers. Additionally, in 2022, internal representation has exceeded external availability in the EEOG Senior, Middle and Other Managers for the first time. However, there is significant underrepresentation of Persons with Disabilities in several EEOGs. Quite notably as well, the EEOG of Skilled Sales and Service Personnel, which previously exhibited internal representation that exceeded external availability in both 2020 and 2021, displayed an internal representation of 0% in 2022, indicating a drop from 11.1% to 0%.

Figure 12(a): Representation of Total Persons with Disabilities in EEOGs 1-5

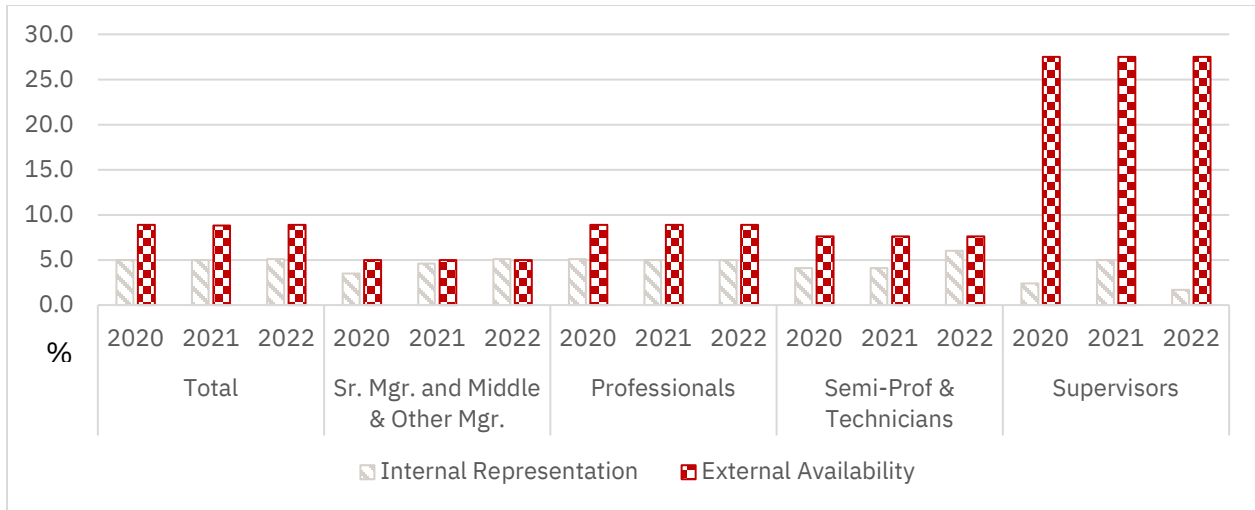


Figure 12(b): Representation of Total Persons with Disabilities in EEOGs 6-10

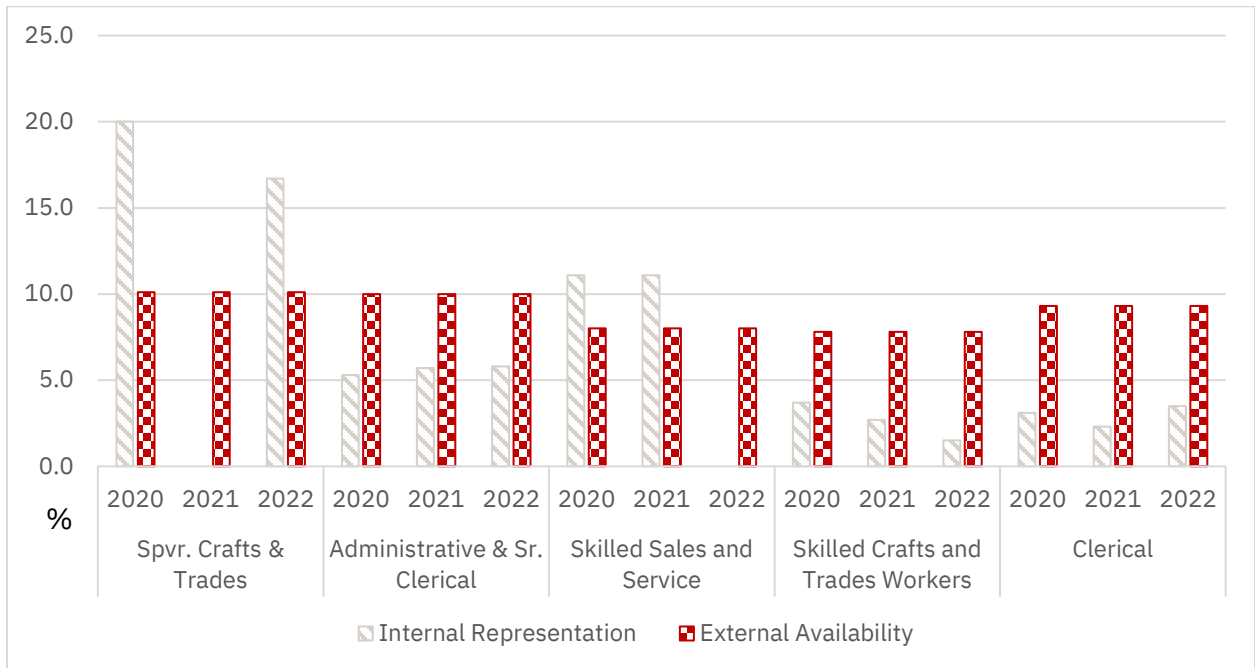
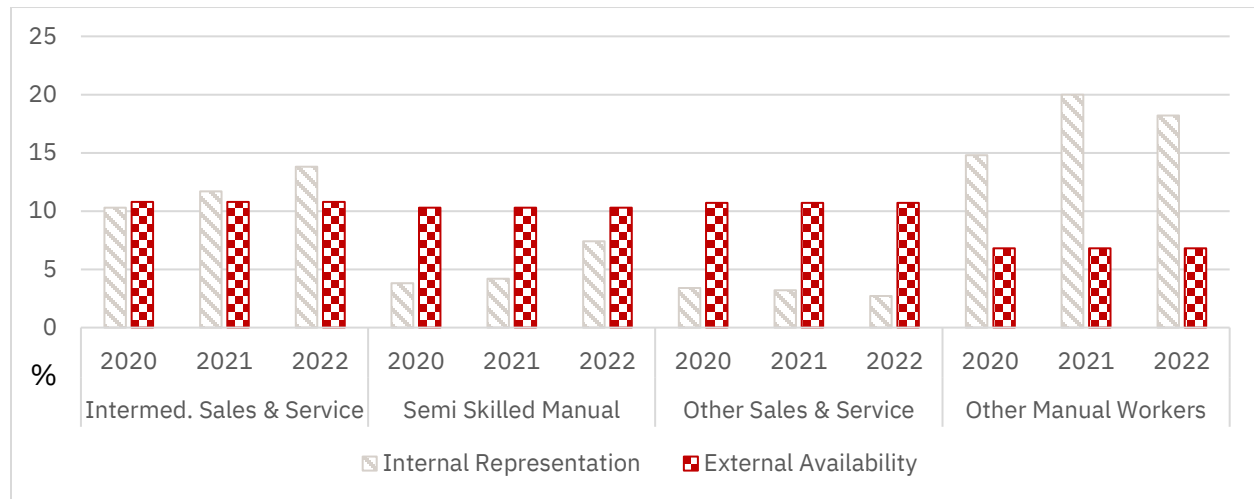


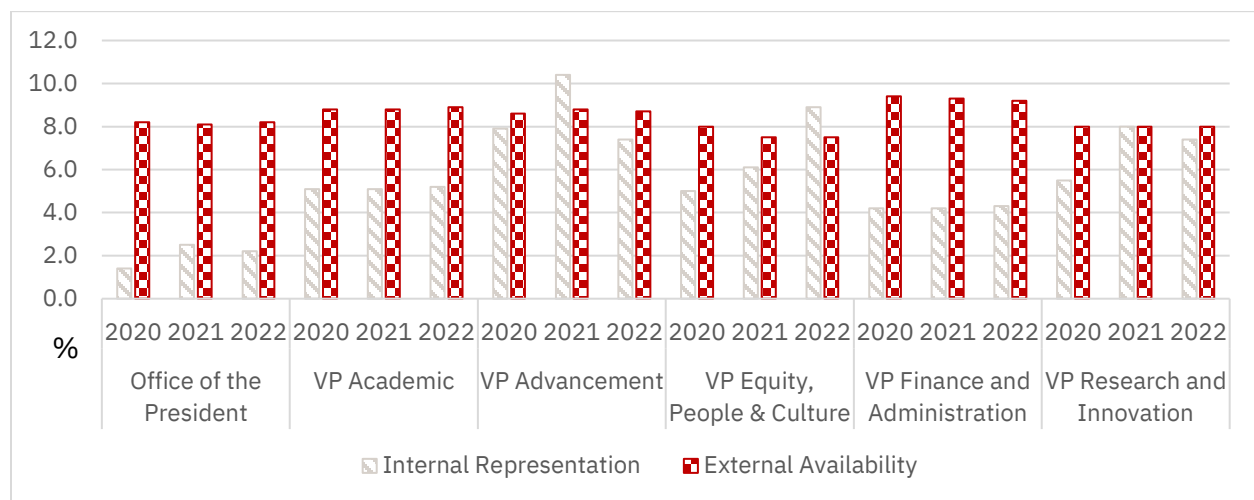
Figure 12(c): Representation of Total Persons with Disabilities in EEOGs 11-14



### 2.6.1 DIVISION AND FACULTY REPRESENTATION OF PERSONS WITH DISABILITIES

Figure 13 shows the representation of Persons with disabilities for the six Divisions within the University. The figures include all academic and non-academic employees who work within the Division, excluding casual staff. In 2022, internal representation for Persons with disabilities exceeded the external availability only in the Division of Equity, People and Culture. Both the Divisions of Advancement and Research and Innovation displayed a decline in representation; in 2021, the Division of Advancement had an internal representation which exceeded external availability and the Division of Research and Innovation had an internal representation which equalled external availability. There was also a slight decline in internal representation in the Office of the President.

Figure 13: Representation of Total Persons with Disabilities by Division



Representation for Persons with disabilities for each of the 11 Faculties and the Libraries is shown in Figures 14(a) and (b). The figures include all employees of the Faculty, excluding

casual staff. Internal representation for Persons with disabilities does not exceed the external availability in any Faculty. Whilst internal representation does lag behind external availability, there has been a steady increase in representation over the three-year period in the Faculties of Education, Glendon and Osgoode. Notably, there has been a decline in representation in the Faculty of Graduate Studies, which displayed an internal representation rate of 0% for both 2021 and 2022. Additionally, there has been a decline in representation at the Libraries, which had previously shown an increase over the period 2019-2021, but for the first time displayed a decrease in 2022.

Figure 14 (a): Representation of Total Persons with Disabilities by Faculty

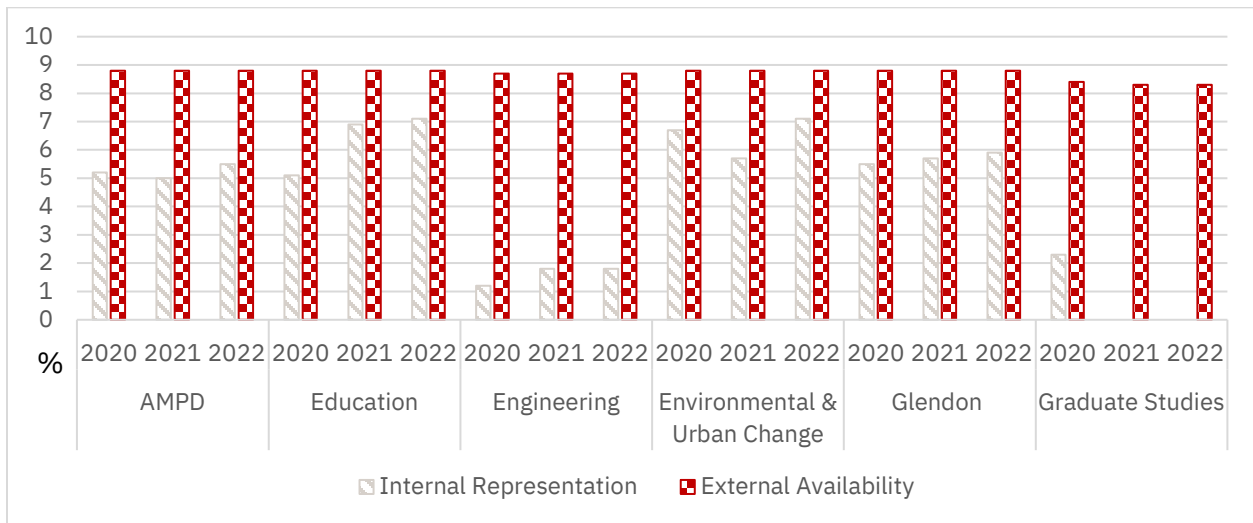
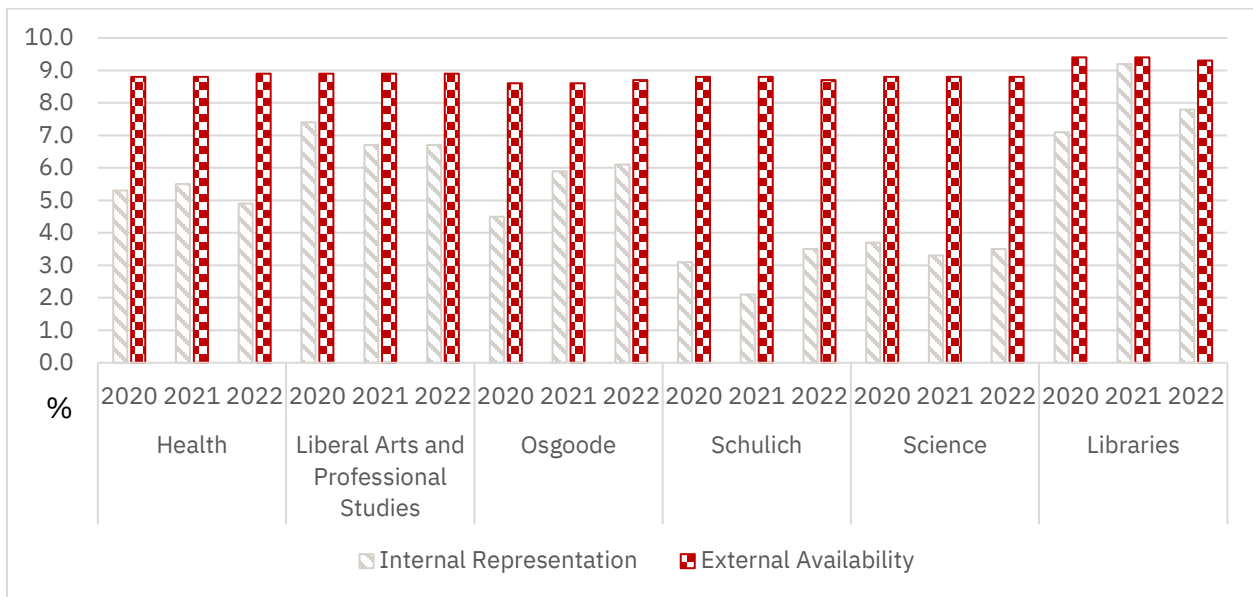


Figure 14(b): Representation of Total Persons with Disabilities by Faculty



## 2.6.2 HIRES, PROMOTIONS AND EXITS ANALYSIS

Table 5 provides data on Persons with disabilities representation rate of total employee new hires, total employee promotions and total employee exits.

Table 5: Hires, Promotions and Exits of Persons with Disabilities

	2020	2021	2022
New Hires	4%	4%	4%
Promotions	4%	8%	8%
Exits	4%	4%	4%

## 2.7 2SLGBTQ+

2SLGBTQ+ is an acronym for persons who identify as two-spirit, lesbian, gay, bisexual, transgender, genderqueer, questioning, or who otherwise express gender or sexual diversity. As shown in Figure 2 and Table 6 below, 6.1% of total employees self-identified as 2SLGBTQ+. The internal representation of 2SLGBTQ+ for academic employees was 7.0%, and among non-academic employees, the internal representation of 2SLGBTQ+ was 5.6%. External availability figures from Statistics Canada are not available at the time of writing for the 2SLGBTQ+ community.

Table 6: York 2SLGBTQ+ Representation Rates

	2020	2021	2022
All Employees	3.8%	6.2%	6.1%
Academic Staff	8.0%	7.4%	7.0%
Non-Academic Staff	3.3%	5.3%	5.6%

## 3.0 Summary of Data for the Divisions and Faculties

The representation data within the Divisions and Faculties reveal that, the Division of Finance and Administration was the only Division where internal representation of Women fell below the external availability data provided by Statistics Canada. Whilst the 2022 internal representation rate was not significantly below the external availability figures, the internal representation was also below in 2020 and 2021.

An analysis of the representation of Indigenous peoples in the Divisions reveals that both the Division of Advancement and Research and Innovation have had no internal representation of

Indigenous peoples for the period 2020-2022. In the Divisions Academic and Equity, People and Culture, internal representation of Indigenous peoples has been decreasing throughout the period 2020-2022, however internal representation in the Division of Finance and Administration has remained the same from 2021 to 2022. The only Division to show an increase in internal representation of Indigenous peoples from 2021 to 2022 was the Office of the President, and this increase was also notable for the fact that there had been no internal representation of Indigenous peoples in the Office of the President in both 2020 and 2021.

In terms of the representation of Racialized persons within the Divisions, internal representation exceeded external availability for the first time in the Office of the President, and internal representation equalled external availability for the first time in the Division of Finance and Administration. From 2021 to 2022, the only Division which did not reveal an increase in its internal representation rates was the Division of Advancement; however, even though internal representation of Racialized persons did drop from 2021 to 2022 in the Division of Advancement, the Division's internal representation did nonetheless exceed the external availability. Finally, in 2022, the only Division where internal representation of Racialized persons did not exceed or equal external availability was the Division Academic.

Analysis of the representation rates of Persons with disabilities reveals that in 2022, internal representation was less than external availability in all Divisions except the Division of Equity, People and Culture. There were notable decreases in representation in the Divisions of Advancement and Research and Innovation; thus, in 2021 internal representation in the Division of Advancement had exceeded external availability and in the Division of Research and Innovation, internal representation had equalled external availability in 2021. From 2021 to 2022, there were increases in internal representation in the Divisions of Equity, People and Culture, Academic and Finance and Administration, and only within the Division of Equity, People and Culture was there a steady increase in internal representation from 2020 to 2022.

Analysis of the representation of Women within the Faculties indicates that for Women, internal representation was less than external availability in the Lassonde School of Engineering, Schulich School of Business and the Libraries, for the period 2020-2022. In 2022, the internal representation of women at the Faculty of Science exceeded external availability for the first time. Throughout the period 2020-2022 internal representation has been steadily increasing in the Faculties of Engineering and Science.

An analysis of the representation of Indigenous peoples reveals that in 2022, internal representation exceeded external availability only in the Faculty of Graduate Studies and Osgoode Hall. From 2021 to 2022 there was a decline in the internal representation of Indigenous peoples in at least half of the Faculties, with the exceptions of Glendon, Health and Science (which remained the same from 2021 to 2022); Schulich School of Business (which increased slightly); and the Faculty of Graduate Studies and the Libraries, which both showed significant increases in internal representation.

With respect to the representation rates of Racialized persons, in 2022 internal representation exceeded external availability only in the Faculty of Graduate Studies and the Libraries, whilst internal representation equalled external availability in Glendon. Throughout the period 2020-2022 there was a steady decrease in representation in the Faculties of Environmental and Urban Change, Health and the Libraries (note that even though there has been a decrease in representation in the Libraries, their internal representation still exceeds the external availability). Conversely, there has been a steady increase in representation throughout the period 2020-2022 only in Osgoode Hall.

An analysis of the representation rates of Persons with disabilities within the Faculties reveals that internal representation was less than external availability in all Faculties, not simply in 2022, but throughout the entire period 2020-2022. Throughout the period 2020-2022, there were, however, increases in internal representation in the Faculty of Education, Glendon and Osgoode Hall. Quite notably, there was no internal representation of Persons with disabilities for both 2021 and 2022 in the Faculty of Graduate Studies.

### 3.1 Significant Gaps

Under-representation is a key concept in an employment equity analysis. Employers are expected to hire designated group employees at their external availability rate. A gap occurs when the designated group's internal representation is less than their external availability. The following analysis and calculations of significant gaps are related to significant gaps and include graphic representation of data. If a gap is "significant", then an [employment systems review](#)<sup>9</sup> must be undertaken to understand what employment barriers may be present to cause the underrepresentation. This analysis uses the three-filter test<sup>12</sup> to determine significance.

#### 3.1.1 THE THREE FILTER TEST

To determine if a gap in representation is significant apply filters 1 and 2 (in combination), and filter 3. Gaps that are identified as significant will become the focus of the employment systems review.

##### FIRST FILTER

If the number gap is -3 or greater (note that while the gap is referred to as -3 or greater, the actual numerical value is -3 or less, i.e., -3, -4, -5, etc.), then the gap may be significant, must be recorded, and the second filter must be applied.

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<sup>9</sup> An employment systems review is a comprehensive review of an organization's policies and practices to identify systemic and attitudinal barriers to employment opportunities for designated group members. The goal of the employment systems review is to provide an explanation for major gaps in representation, and to serve as the basis for developing an employment equity action plan to address barriers.

## SECOND FILTER

If the percentage representation is 80 per cent or less, then the organization must investigate the underrepresentation further. For example, if your organization has seven accountants who are women, but the expected availability indicates that you should have ten, then your organization has only 70 percent of what is expected and a numerical gap of -3, and thus a significant gap exists.

Calculating the percentage representation:

$$\frac{\text{Internal representation}}{\text{External availability}} \times 100 = \% \text{ representation}$$

The utilization percentage provides a measure of how close an employer is to full representation of the designated group in a particular occupational group where there is under-representation. The internal representation number in the EEOG is divided by the external availability number and multiplied by 100 (as illustrated above). The closer the percentage is to 100%, the less severe is the under-representation. Where the rate is 80% or more, under-representation is not considered to be significant.

## THIRD FILTER<sup>10</sup>

If there are gaps of -3 or less (note that while the gap is referred to as -3 or less, the actual numerical value is -3 up to and including -1, i.e., -3, -2, -1) for a designated group in several EEOGs, and/or for all designated groups in one EEOG, then the gaps are considered significant and must be addressed in the employment systems review.

### 3.2 Significant Gaps York University Analysis

The following analysis uses 2022 data to identify significant gaps in representation at York University. An analysis of total employees reveals that for each designated group, there were varying numbers of EEOGs displaying significant gaps.

For Women, significant gaps were found in the EEOGs of Skilled Sales and Service Personnel, Skilled Crafts and Trades Workers, Intermediate Sales and Service Personnel, and Other Manual Workers; these being the same EEOGs which displayed significant gaps in 2021. Whilst the gap for Skilled Sales and Service Personnel was at 66.6%, for the other 3 EEOGs, the gap

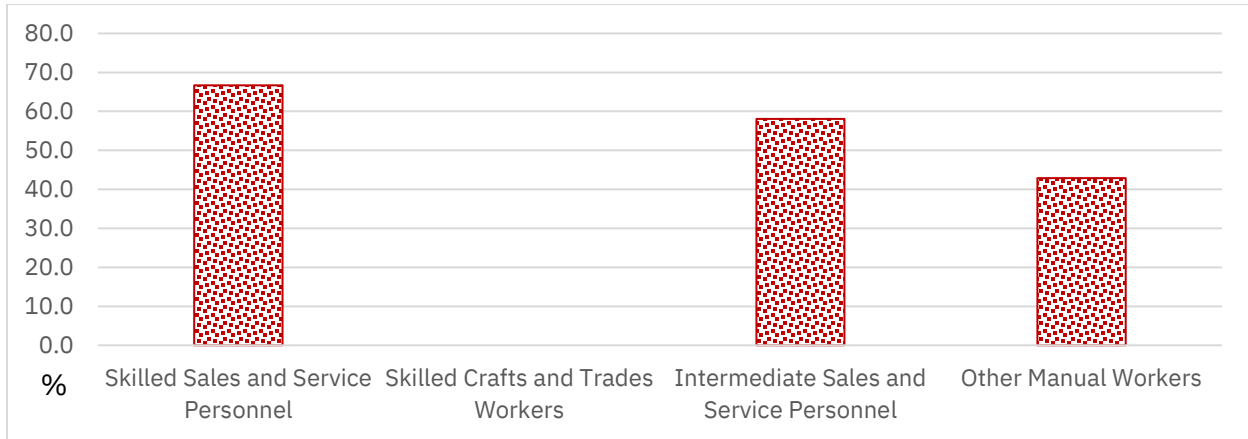
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<sup>10</sup> 50% Rule for Women: This rule applies only to EEOG 07 - Administrative and Senior Clerical Personnel and EEOG 10 - Clerical Personnel. If there is a gap for women in an EEOG where women are represented at 50% or more, this gap is not to be considered significant. York is not required to conduct an Employment Systems Review or establish goals for recruitment in its employment equity plan for gaps in EEOGs where women are represented at 50% regardless of availability.



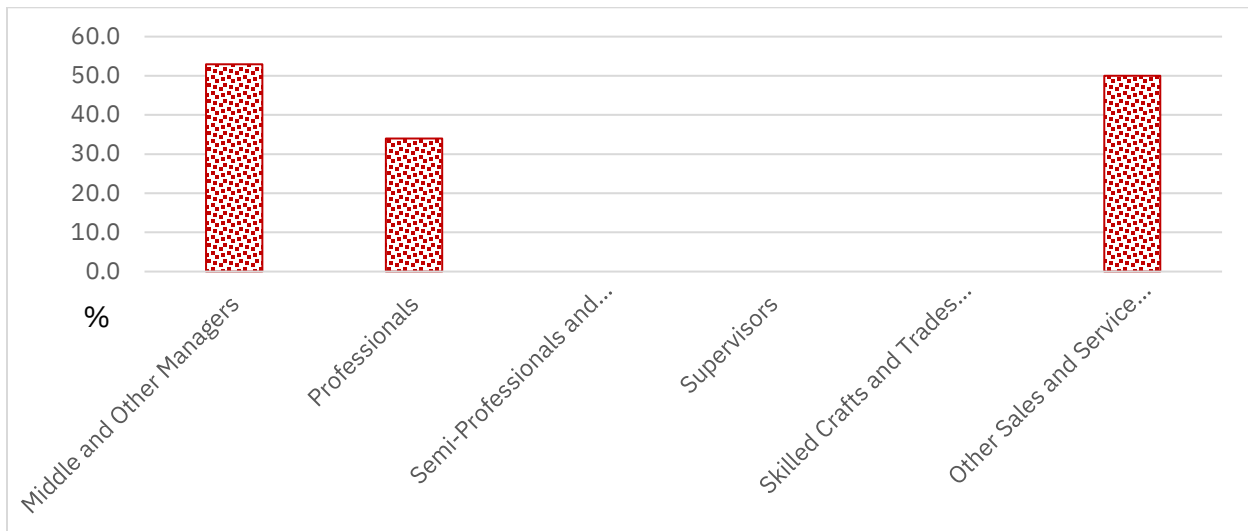
ranged from 0% (Skilled Crafts and Trades Workers) to 58.1% (Intermediate Sales and Service Personnel).

Figure 15: Total Employees – Significant Gaps for Women



For Indigenous peoples, significant gaps were found in the EEOGs of Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Supervisors, Skilled Crafts and Trades Workers and Other Sales and Service Personnel. The gaps ranged from 0% (Semi-Professionals and Technicians, Supervisors, and Skilled Crafts and Trades Workers) to 52.9% (Middle & Other Managers). Whilst in 2021 there were significant gaps in 4 EEOGs, in 2022, there were gaps in 6 EEOGs – Supervisors and Other Sales and Service Personnel did not display significant gaps in 2021.

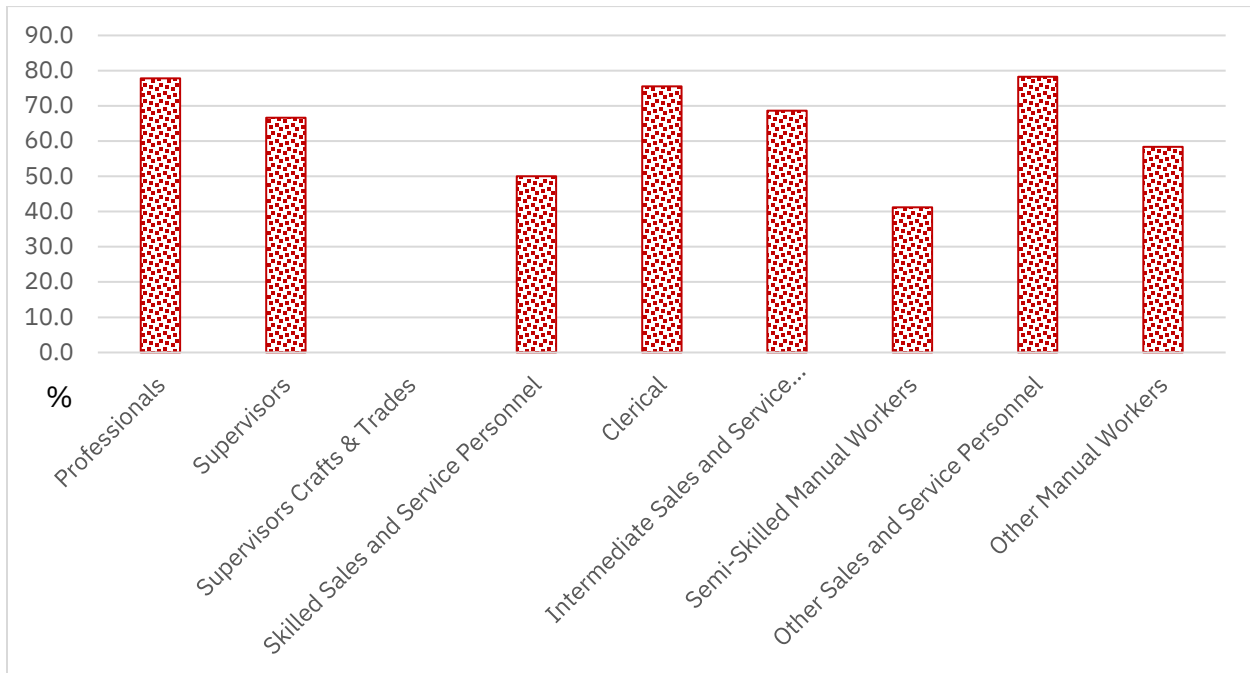
Figure 16: Total Employees – Significant Gaps for Indigenous Peoples



For Racialized persons, significant gaps were found in 9 of 14 EEOGs: Professionals, Supervisors, Supervisors: Crafts and Trades, Skilled Sales and Service Personnel, Clerical Personnel, Intermediate Sales and Service Personnel, Semi-skilled Manual Workers, Other Sales and Service Personnel, and Other Manual Workers. Here the gaps ranged from 0%

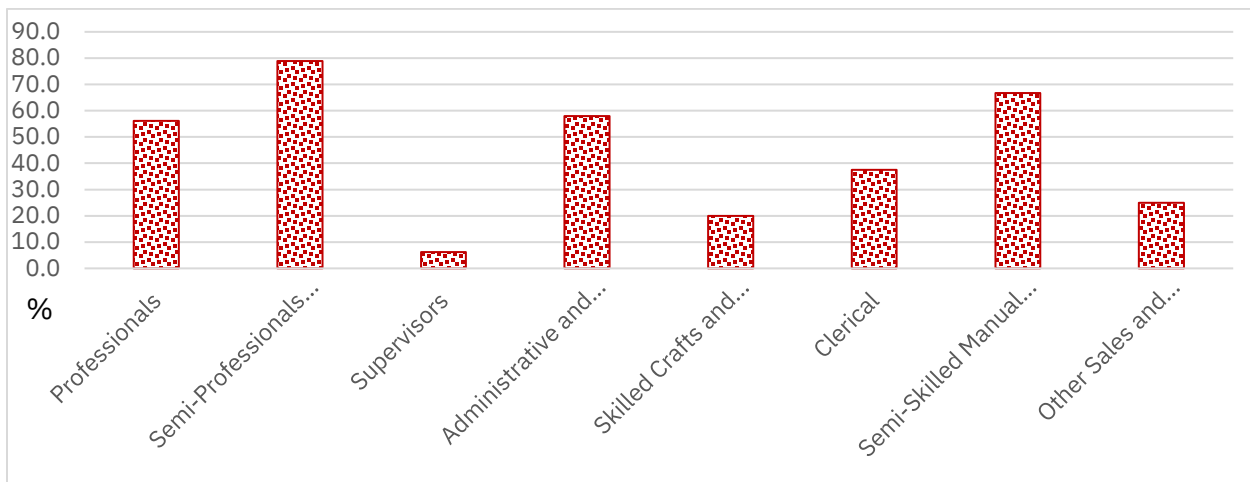
(Supervisors: Crafts & Trades) to 78.3% (Other Sales and Service Personnel). Notably, significant gaps were found in these same EEOGs in 2021.

Figure 17: Total Employees – Significant Gaps for Racialized Persons



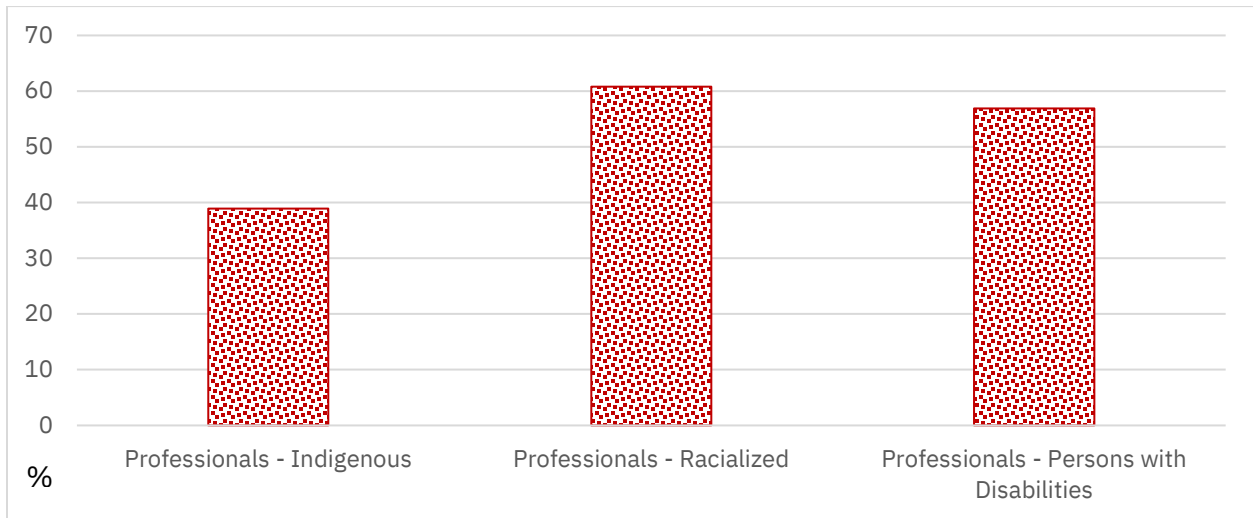
For Persons with disabilities, significant gaps were found in 8 of 14 EEOGs: Professionals, Semi-Professionals and Technicians, Supervisors, Administrative and Senior Clerical, Skilled Crafts and Trades Workers, Clerical Personnel, Semi-Skilled Manual Workers, and Other Sales and Service Personnel. Here the gaps ranged from 6.25% (Supervisors) to 78.9% (Semi-Professionals and Technicians).

Figure 18: Total Employees – Significant Gaps for Persons with Disabilities



When academic and non-academic employees are split apart, the academic group has significant gaps in the Professionals EEOG category for all designated groups except women.

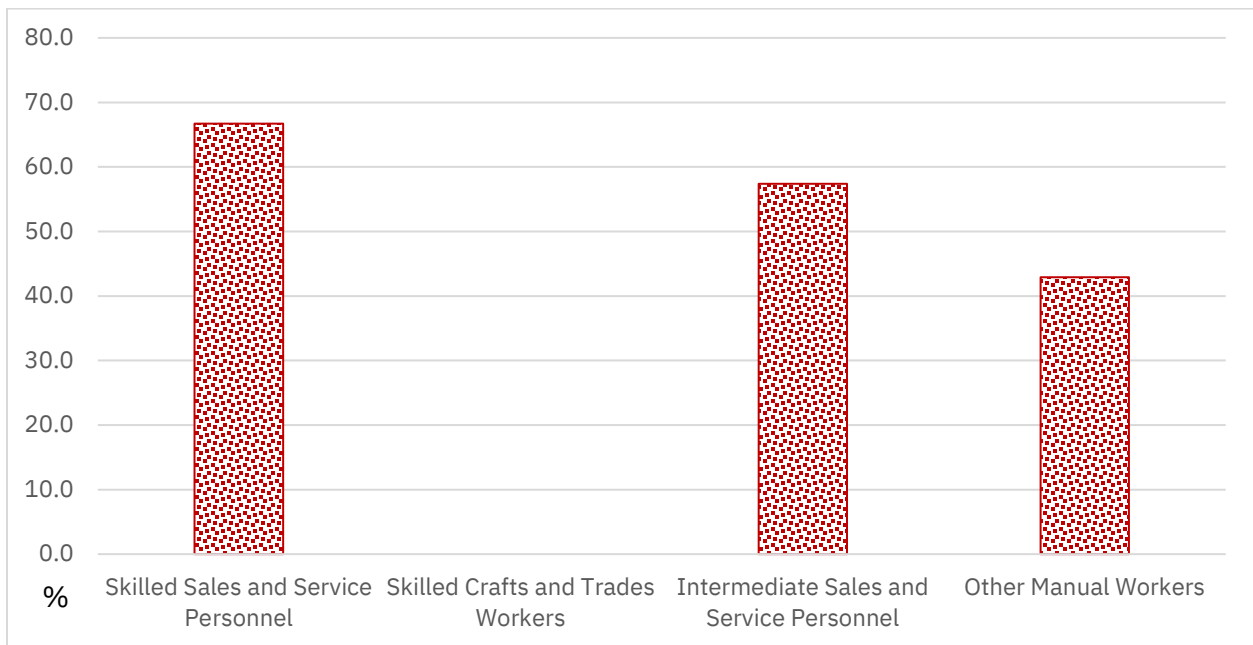
Figure 19: Significant Gaps for Academic Employees



However, the non-academic group has significant gaps in various EEOGs for the different designated groups. Thus, amongst non-academic employees, there were gaps as follows:

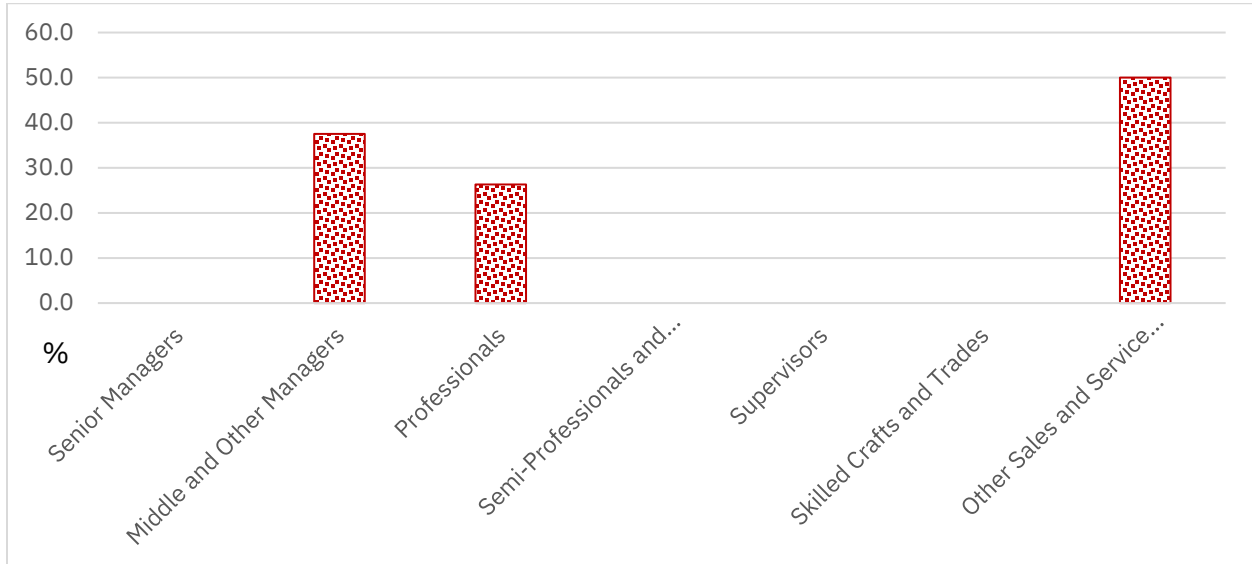
For women, there were gaps in Skilled Sales and Service Personnel, Skilled Crafts and Trades Workers, Intermediate Sales and Service Personnel and Other Manual Workers. It should be noted that these EEOGs also displayed significant gaps in 2021.

Figure 20: Significant Gaps among Women Non-Academic Employees



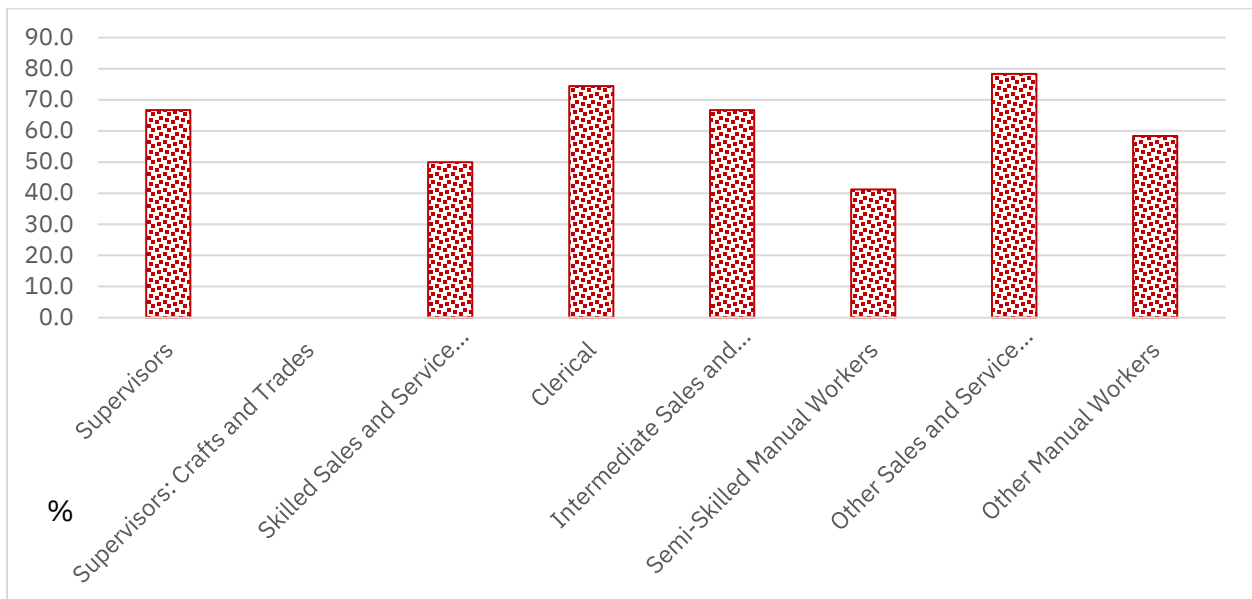
For Indigenous peoples, there were gaps in 7 EEOGs: Senior Managers, Middle and Other Managers, Professionals, Semi-Professionals and Technicians, Supervisors, Skilled Crafts and Trades Workers and Other Sales and Service Personnel. In 2021 only 5 of these EEOGs had displayed significant gaps – with Supervisors and Other Sales and Service Personnel being added in 2022.

Figure 21: Significant Gaps among Indigenous Non-Academic Employees



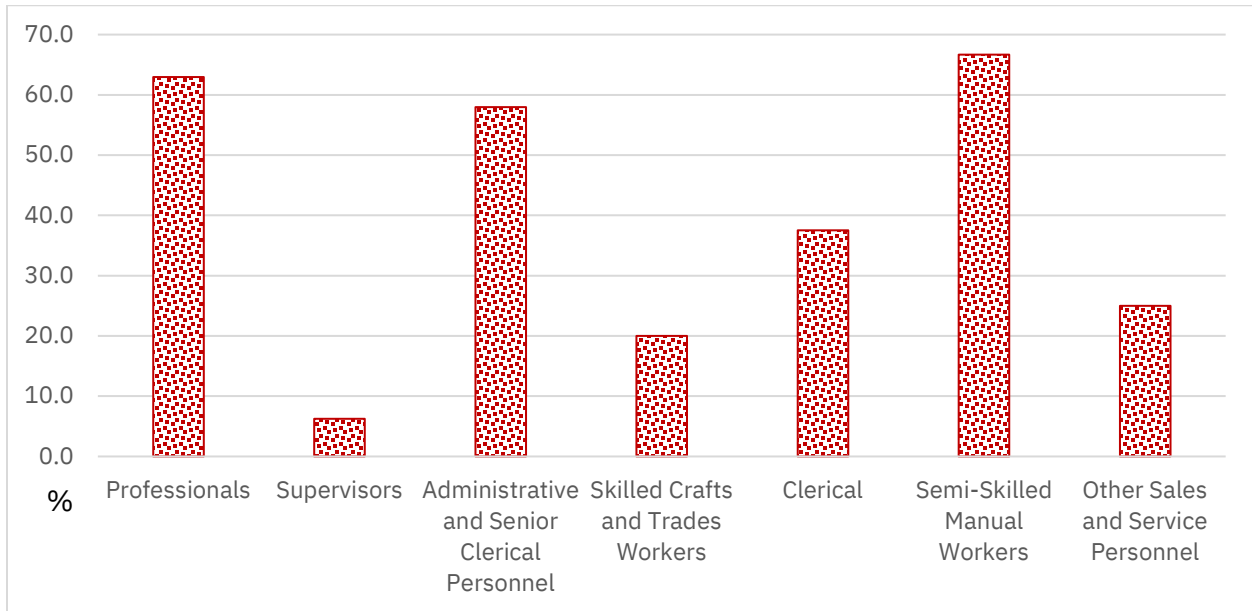
For Racialized persons, there were gaps in 8 of 14 EEOGs: Supervisors, Supervisors: Crafts and Trades, Skilled Sales and Service Personnel, Clerical Personnel, Intermediate Sales and Service Personnel, Semi-skilled Manual Workers, Other Sales and Service Personnel, and Other Manual Workers; these being the same EEOGs which displayed significant gaps in 2021.

Figure 22: Significant Gaps among Racialized Non-Academic Employees



For Persons with disabilities, there were gaps in 7 of 14 EEOGs: Professionals, Supervisors, Administrative and Senior Clerical Personnel, Skilled Crafts and Trades Workers, Clerical Personnel, Semi-skilled Manual Workers, and Other Sales and Service Personnel. In 2021, there had been significant gaps in 9 EEOGs, so there was an improvement in 2022, with Semi-Professionals and Technicians and Supervisors: Crafts and Trades no longer displaying significant gaps in 2022.

Figure 23: Significant Gaps among Persons with Disabilities among Non-Academic Employees



### 3.2.1 SUMMARY OF SIGNIFICANT GAPS

Some of the significant areas of under-representation among total employees were:

For Women:

- Skilled Sales and Service (2021 and 2022)
- Skilled Crafts and Trades Workers (2020-2022)
- Intermediate Sales and Service (2020-2022)
- Other Manual Workers (2020-2022)

For Indigenous peoples:

- Middle and Other Managers (2020-2022)
- Professionals (2020-2022)
- Semi-Professionals and Technicians (2020-2022)
- Supervisors (2022)
- Skilled Crafts and Trades Workers (2021 and 2022)
- Other Sales and Service Personnel (2022)

For Racialized persons:

- Professionals (2020-2022)
- Supervisors (2020-2022)
- Supervisors: Crafts and Trades (2021 and 2022)
- Skilled Sales and Service Personnel (2021 and 2022)
- Clerical (2020-2022)
- Intermediate Sales and Service Personnel (2020-2022)
- Semi-Skilled Manual Workers (2020-2022)
- Other Sales and Service Personnel (2020-2022)
- Other Manual Workers (2020-2022)

For Persons with disabilities:

- Professionals (2020-2022)
- Semi-Professionals and Technicians (2020-2022)
- Supervisors (2020-2022)
- Administrative and Senior Clerical Personnel (2020-2022)
- Skilled Crafts and Trades Workers (2020-2022)
- Clerical (2020-2022)
- Semi-Skilled Manual Workers (2021 and 2022)
- Other Sales and Service Personnel (2020-2022)

Based on the government's guidance that where there are significant gaps, an employment systems review should be undertaken to better understand what employment barriers may be present and thereby causing the under-representation, an employment systems review is needed at York, particularly as it relates to the representation of Racialized persons and Persons with disabilities.

In 2022, among total employees, for Racialized persons there were significant gaps in 9 EEOGs and among Persons with disabilities there were significant gaps in 8 of 14 EEOGs, which indicates greater work needs to be done to improve representation of these two designated groups at the University, especially in certain occupational groupings.

Quite notably, among academic employees, the EEOG of Professionals showed up as a significant gap within all designated groups except women, thus, a significant gap was displayed in each of the three remaining designated groups (Indigenous peoples, Racialized persons, and Persons with disabilities).

Among non-academic employees, Skilled Crafts and Trades was also under-represented in three designated groups (all except Racialized persons). In the non-academic workforce, Indigenous peoples was the only designated group which had a significant gap in both Senior Managers and Middle and Other Managers.

Finally, among non-academic employees, for the designated groups Women and Racialized persons, they displayed significant gaps in the same EEOGs in both 2021 and 2022. However, for both Indigenous peoples and Persons with disabilities, the number of EEOGs displaying significant gaps decreased from 2021 to 2022; thus, for Indigenous peoples the number of EEOGs displaying significant gaps decreased from 7 to 5, and for Persons with disabilities it decreased from 9 to 7.

### 3.3 Notable Improvements at York University

A notable improvement lies in the fact that over the last three years (2020-2022), there has been a year-to-year increase in representation of Women and Racialized persons among total employees. Moreover, there has been a slight increase in the representation of Persons with disabilities from 2021 to 2022.

Finally, there have been areas where improvements have been displayed and/or where the internal representation exceeded the external availability figures. As of December 31, 2022, the following designated groups, among total employees, have exceeded the external availability data provided by Statistics Canada in the following EEOGs:

For Women:

- Senior Managers
- Middle and Other Managers
- Professionals
- Semi-Professionals and Technicians
- Supervisors
- Administrative and Senior Clerical Personnel
- Clerical Personnel
- Semi-Skilled Manual Workers

For Indigenous peoples:

- Clerical Personnel
- Intermediate Sales and Service Personnel
- Semi-Skilled Manual Workers

For Racialized persons:

- Senior Managers
- Middle and Other Managers
- Semi-Professionals and Technicians
- Administrative and Senior Clerical Personnel
- Skilled Crafts and Trades Workers

For Persons with disabilities:

- Managers
- Supervisors: Crafts and Trades
- Intermediate Sales and Service Personnel
- Other Manual Workers

## 4.0 Employment Equity Initiatives 2022

Throughout 2022, several entities within the York community were actively engaged in supporting decolonization, equity, diversity, and inclusion (DEDI) including addressing anti-Black racism, anti-Indigenous racism, and other forms of discrimination. These efforts took various forms across the University.;

### Communication on employment equity

Quite notably in 2022, a dedicated website for the annual Employment Equity Reports was launched. The York community was informed of the creation of the Employment Equity and Diversity website via a YFile article. The most recently completed Employment Equity report (2021) along with historical reports (2016-2020) can currently be accessed on the website.

Initiatives specifically related to recruitment and retention of employees included:

### Faculty information sessions and meet-ups

The second annual Black faculty information session, held mainly for new incoming Black faculty members, occurred in September 2022. At the session information was presented on the University's commitment to equity, supports available to faculty, and Black inclusion work at York. Two senior Black faculty members at York, Carl James and Andrea Davis, also answered any questions, sought to help address concerns, and provided further information on getting involved in the life of the collegium.

Faculty Affairs held a zoom meet-up and a luncheon meet-up for Black and Indigenous faculty hired in the past 2-3 years to build community and learn about what types of support have been effective or are still needed.

### Agreement on Black scholar hiring

In collective bargaining with the York University Faculty Association (YUFA), the parties agreed to dedicated hiring for at least nine additional candidates who self-identify as Black people of African descent (e.g. Africans and African heritage people from the Caribbean, Americas, or Europe) to tenure stream positions, commencing on or before July 1, 2024.



## Talent acquisition and development

The Talent acquisition and development (TAD) unit within Human Resources has managed an annual outreach calendar and planned, attended and hosted various events with diverse audiences in conjunction with various community-based partners including employment centres, immigrant services centres and charities both locally and throughout the GTA.

Several new partnerships were built, for example, with:

- **Costi:** A multicultural organization that provides a wide range of services to a wide and extremely diverse community
- **The Neighbourhood Organization (TNO):** A community based, multi-service agency
- **Achev:** provides services to help job seekers from all backgrounds achieve their full potential

TAD also attended and hosted 16 events with new and existing diverse community partners including YMCA, Achev, Costi, and Next Steps Employment Centre.

Other activities engaged in by TAD to enhance representation include:

- The continuous management of the Employment Equity Listserv – this listserv is continually updated and its membership continues to expand. This group of over 30 diverse groups, community-based centres and individuals are emailed York University job postings on a weekly basis.
- In an effort to continue to diversify sourcing plans and strategies on a per job basis, the repository of posting sources was updated to include a category specific to sites dedicated to EDI and equity deserving groups with sites such as: byblacks.com, diversity.com, aboriginal network. Through TAD's intake sessions, plans were created for roles where a gap was identified and/or where a role was envisioned to target candidates from equity deserving groups. In these instances, a targeted plan was developed in consultation with hiring teams.
- Through York's talent sourcing system, YU Hire, system changes were tested and put in place to prepare for the revision of York's Employee Self-Identification Survey.
- In direct consultation with hiring teams, TAD made recommendations for new diversity questions for interview guides and through their quarterly hiring manager training. TAD also continued to discuss and reinforce fair and equitable hiring practices to be implemented in the materials disseminated to hiring teams.

## 5.0 Recommendations and Future Initiatives

It has been recommended in the newly launched Decolonizing, Equity, Diversity and Inclusion Strategy that the University undertake the development of a pan-university employment equity action plan. Employment and Social Development Canada's recently released report on, "How

to Improve Workplace Equity”<sup>11</sup>, provides useful recommendations for actions shown to help build more inclusive and equitable workplaces, which can be utilized by the University, not only to improve workplace equity generally, but also to address many of the significant gaps currently present in the various EEOGs. This report will provide a useful resource and source for potential strategies and initiatives in an employment equity plan.

## 6.0 Conclusion

York continues to be committed to equity, diversity, and inclusion and to improving employment equity. However, as the data in [section two](#) also reveals, there are still several areas where work needs to be done to address employment barriers which persist in several EEOGs.

It should be noted that while the overall representation rates for women continue to exceed the external availability data, for other designated groups (Indigenous peoples, Racialized persons and Persons with disabilities) the general trend is that internal representation rates fall below the external availability data provided by Statistics Canada. Where there are significant gaps for a designated group in several EEOGs, an employment systems review should be conducted. Our results indicate that such a review should be conducted for both Racialized persons and Persons with disabilities; the undertaking should also provide insights relevant to improving equity outcomes for Indigenous peoples as well.

The University has recently launched its [Decolonizing, Equity, Diversity and Inclusion \(DEDI\) Strategy](#), which calls for the development of a strategy and action plan for employment equity at York, including benchmarks for recruitment, hiring, and retention of equity-deserving individuals, and qualitative and quantitative reporting mechanisms with the goal of increasing representation, career progression, success and retention across all employee groups. It is anticipated that the development of such an action plan would allow for the development of the necessary policies and processes to support improvements in employment equity, along with the establishment of timelines for working towards achieving greater representation in the areas where employment barriers have been persisting.

The Division of Equity, People and Culture, in partnership with others across the University, continues to strive to create and nurture a sense of belonging and inclusion for all employees across York University.

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<sup>11</sup> Employment and Social Development Canada, Workplace Equity Division, (2022), “How to Improve Workplace Equity – Evidence-based Actions for Employers”, < <https://www.canada.ca/en/employment-social-development/corporate/portfolio/labour/programs/employment-equity/reports/employers-improve-workplace.html>> .

For information on the ongoing initiatives being embarked upon by the Division please feel free to contact:

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## **APPENDIX A – Reports and Policies**

For the 2021 Employment Equity Statistical Report:

<https://www.yorku.ca/vpepc/employment-equity-and-diversity/>

York policies and guidelines:

[Accessibility for Persons with Disabilities, Statement of Commitment](#)

[Accessibility for Persons with Disabilities, Customer Service Guideline](#)

[Accommodation in Employment for Persons with Disabilities](#)

[Employment Equity](#)

[Gender-Free Language Policy](#)

[Affirmative Action Plan for Non-Academic Hiring to Achieve Employment Equity](#)

[Hate Propaganda Guidelines](#)

[Physical Accessibility of University Facilities](#)

[Human Rights Policy and Procedures](#)

[Sexual Violence Policy](#)

[Workplace Harassment Prevention Policy](#)

[Workplace Violence Prevention](#)

## **APPENDIX B – Glossary of Terms**

### **Academic/Faculty**

This group includes full time and contract employees in the YUFA, OHFA, CUPE 3903 and OPSEU 578 bargaining units.

### **Designated Groups**

Designated groups mean Women, Indigenous peoples, Persons with disabilities and Racialized persons.

### **Employment Equity Occupational Group (EEOG or “occupational group”)**

An EEOG is a grouping of NOC codes into like types and is used for analytical purposes. The structure was developed by the federal Labour Program, a program that governs Employment Equity. For example, the broad grouping ‘Professionals’ includes occupations such as lawyers, doctors, professors, teaching assistants, etc. Each of these occupations has their own specific NOC code (see Appendix D for examples of jobs at York by EEOG).

### **External Availability**

External availability figures are provided by Statistics Canada and are used to compare the per cent of employees internally by a specific designated group and occupation versus the per cent of designated group members who are externally available to perform that job. The external availability figure also takes into account the geographic area from which you would typically recruit for employees. For instance, professors are recruited typically at a national level, plumbers at a provincial level and clerical positions at a local level. External availability is derived from Statistics Canada. Specifically, external availability for Persons with disabilities is derived from the PALS (Participation and Limitation Survey) survey which is only included in the census once every ten years.

### **Federal Contractors Program (“FCP”)**

This is a federal program which mirrors the Employment Equity Act. The goal of the FCP is to achieve workplace equity for designated groups who have historically experienced systemic discrimination in the workplace. Provincially regulated employers who are in receipt of a goods or services contract from the federal government of Canada of over \$1 million and have 100 or more permanent full-time and permanent part-time employees are required to comply with the program.

### **Gap**

Difference between internal representation and external availability. A gap can be expressed as a number or a per cent. A negative gap (e.g., -5) indicates that there is underrepresentation

in a group by 5 people. York focuses on closing gaps that are significant. A gap is considered significant if the number gap is -3 or greater and the representation is 80%, or less, or if the gap is -3 for a group in several EEOGs and/or for all designated groups in one EEOG.

### **Internal Representation**

The figures for internal representation are compiled from employees' responses to an Employment Equity Self-Identification Survey.

### **2SLGBTQ+**

An acronym for persons who identify, for example as, two-spirit, lesbian, gay, bisexual, transgender, genderqueer, questioning, or who otherwise express gender or sexual diversity.

### **NOC**

The National Occupational Classification (NOC) is a system of coding occupations within Canada. The coding structure is provided by HRSDC. NOC codes are rolled into 14 larger groupings called Employment Equity Occupational Groups (EEOG). More information about this standardized coding system can be found at [here](#).

### **Non-academic**

This group includes all non-academic York employees who perform a wide of functions including managerial, professional, administrative, technical, clerical, services, trades, plant work/support, etc.

### **Staff**

Another term for non-academic employees. Staff may or may not be unionized.

## **APPENDIX C – Employment Equity at York**

### **A brief description of Employment Equity at York University**

York's employment equity framework spans seven key areas: Communication, Workforce Information Collection, Workforce Analysis, Employment Systems Review, Identification and Removal of Barriers, Implementation, and Monitoring.

#### **Communication**

Communication Strategy to prospective and current employees that provides information about the Employment Equity program at York University; to increase the awareness of employment equity and the Federal Contractors program throughout the University; to engage in a meaningful discussion about how to remove employment barriers for designated groups that are underrepresented at York.

#### **Workforce Information Collection**

Collect information about workforce to determine level of representation of designated groups. The four designated groups are: Women, Aboriginal (Indigenous), Persons with Disabilities and Racialized Persons.

#### **Workforce Analysis**

Understanding the current composition of the designated groups at York allows the University to focus its employment equity initiatives on designated groups with significant underrepresentation, with the aim of removing employment barriers that may be preventing them from entering an occupational group.

#### **Employment Systems Review**

Review of University policies and practices for potential employment barriers to the four designated groups under the Employment Equity Act and the 2SLGBTQ+ community.

#### **Identification and Removal of Barriers**

To remove barriers that have a negative impact on designated group members.

#### **Implementation**

Implement changes to reduce barriers that have been identified.

#### **Monitoring**

Establishment of mechanisms to monitor the effectiveness of the University's employment equity program.

## **APPENDIX D – Employment Equity Occupational Group (“EEOG”) Definitions**

### **1. Senior Managers**

Senior Managers are employees who hold the most senior positions in the organization. They are responsible for the organization's policies and strategic planning, and for directing and controlling the functions of the organization.

Examples: President; Vice-President; Assistant Vice President; Executive Director

### **2. Middle and Other Managers**

Middle and Other Managers receive instructions from senior managers and administer the organization's policies and operations through subordinate managers or employees.

Examples: Director, Talent Acquisition & Development; Dean, Faculty of Liberal Arts & Professional Studies; University Librarian

### **3. Professionals**

Professionals usually need either a university degree or prolonged formal training, and sometimes must be members of a professional organization.

Examples: Program Manager, Equity, Diversity & Inclusion; Information Specialist; New Student Advisor

### **4. Semi-Professionals and Technicians**

Workers in these occupations must possess knowledge equivalent to about two years of post-secondary education, offered in many technical institutions and community colleges, and often have further specialized on-the-job training. They may have highly developed technical and/or artistic skills.

Examples: Engineering Technician; Lab Technologist

### **5. Supervisors**

Non-management first-line coordinators of white-collar (administrative, clerical, sales, and service) workers. Supervisors may also perform the duties of the employees under their supervision.

Examples: Supervisor, Document Processing; Control Room Supervisor; Security Supervisor



## **6. Supervisors: Crafts and Trades**

Non-management first-line coordinators of workers in manufacturing, processing, trades, and primary industry occupations. They coordinate the workflow of skilled crafts and trades workers, semi-skilled manual workers, and/or other manual workers. Supervisors may perform the duties of the employees under their supervision.

Examples: Loading Dock Supervisor; Production Supervisor.

## **7. Administrative and Senior Clerical Personnel**

Workers in these occupations carry out and coordinate administrative procedures and administrative services primarily in an office environment or perform clerical work of a senior nature.

Examples: Customer Service Representative; Administrative Coordinator; Project Coordinator

## **8. Skilled Sales and Service Personnel**

Highly skilled workers engaged wholly or primarily in selling or in providing personal service. These workers have a thorough and comprehensive knowledge of the processes involved in their work and usually has received an extensive period of training involving some post-secondary education, part or all an apprenticeship, or the equivalent on-the-job training and work experience.

Examples: Textbook Buyer; Buyer

## **9. Skilled Crafts and Trades Workers**

Manual workers of a high skill level, having a thorough and comprehensive knowledge of the processes involved in their work. They are frequently journeymen and journeymen who have received an extensive period of training.

Examples: Plumber; Plasterer; Carpenter

## **10. Clerical Personnel**

Workers performing clerical work, other than senior clerical work.

Examples: Faculty Assistant; Parking Office Clerk; Transcript Assistant

## **11. Intermediate Sales and Service Personnel**

Workers engaged wholly or primarily in selling or in providing personal service who perform duties that may require from a few months up to two years of on-the-job training, training

courses, or specific work experience. Generally, these are workers whose skill level is less than that of Skilled Sales and Service Personnel.

Examples: Sales Associate; Bookstore Assistant; Fire Prevention Inspector

## **12. Semi-Skilled Manual Workers**

Manual workers who perform duties that usually require a few months of specific vocational on-the-job training. Generally, these are workers whose skill level is less than that of Skilled Crafts and Trades Workers.

Examples: Operator (Machine and Equipment); Bus Driver

## **13. Other Sales and Service Personnel**

Workers in sales and service jobs that generally require only a few days or no on-the-job training. The duties are elementary and require little or no independent judgment.

Examples: Housekeeping Attendant; Custodian; Cashier

## **14. Other Manual Workers**

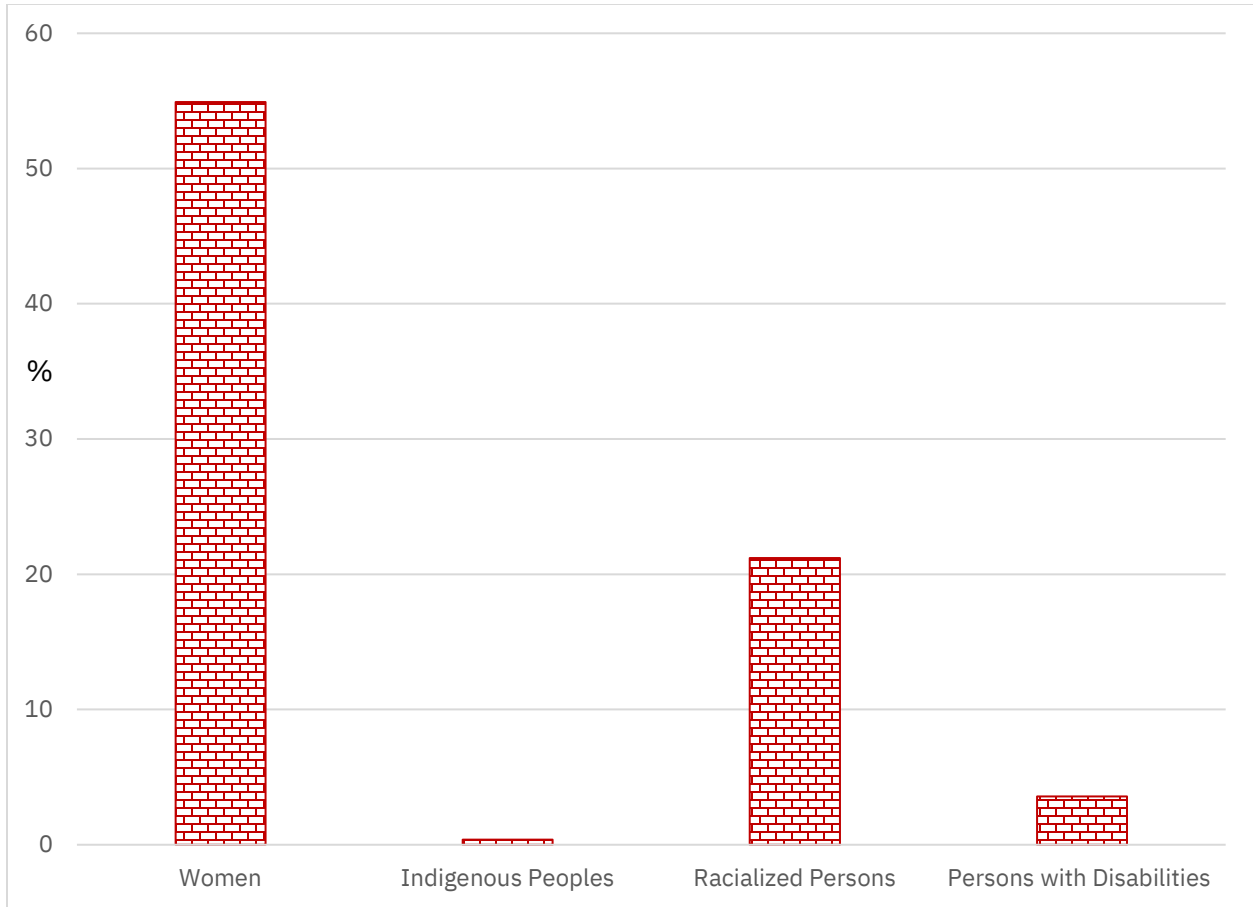
Workers in blue collar jobs which generally require only a few days or no on-the-job training or a short demonstration. The duties are manual, elementary, and require little or no independent judgment.

Examples: Groundskeeper, Ground Maintenance Person

## APPENDIX E – Total University Hires<sup>12</sup>

2022 Hires of Equity Identified Groups  
as a Proportion of Total University Hires

(Includes Full time, Part time and Temporary)

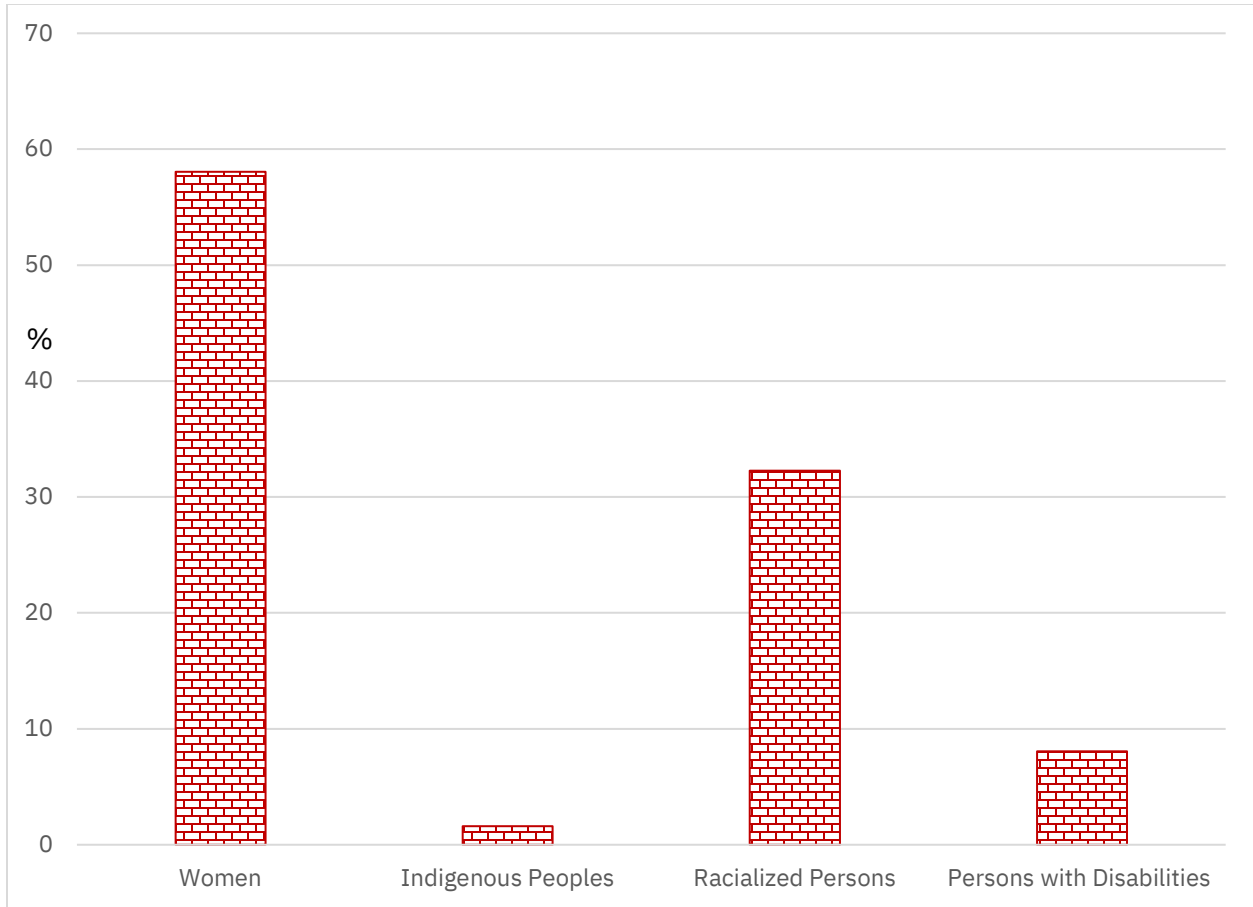


<sup>12</sup> Total count = 5752

## APPENDIX F – Total University Promotions<sup>13</sup>

2022 Promotions of Equity Identified Groups  
as a Proportion of Total University Hires

(Includes Full time, Part time and Temporary)

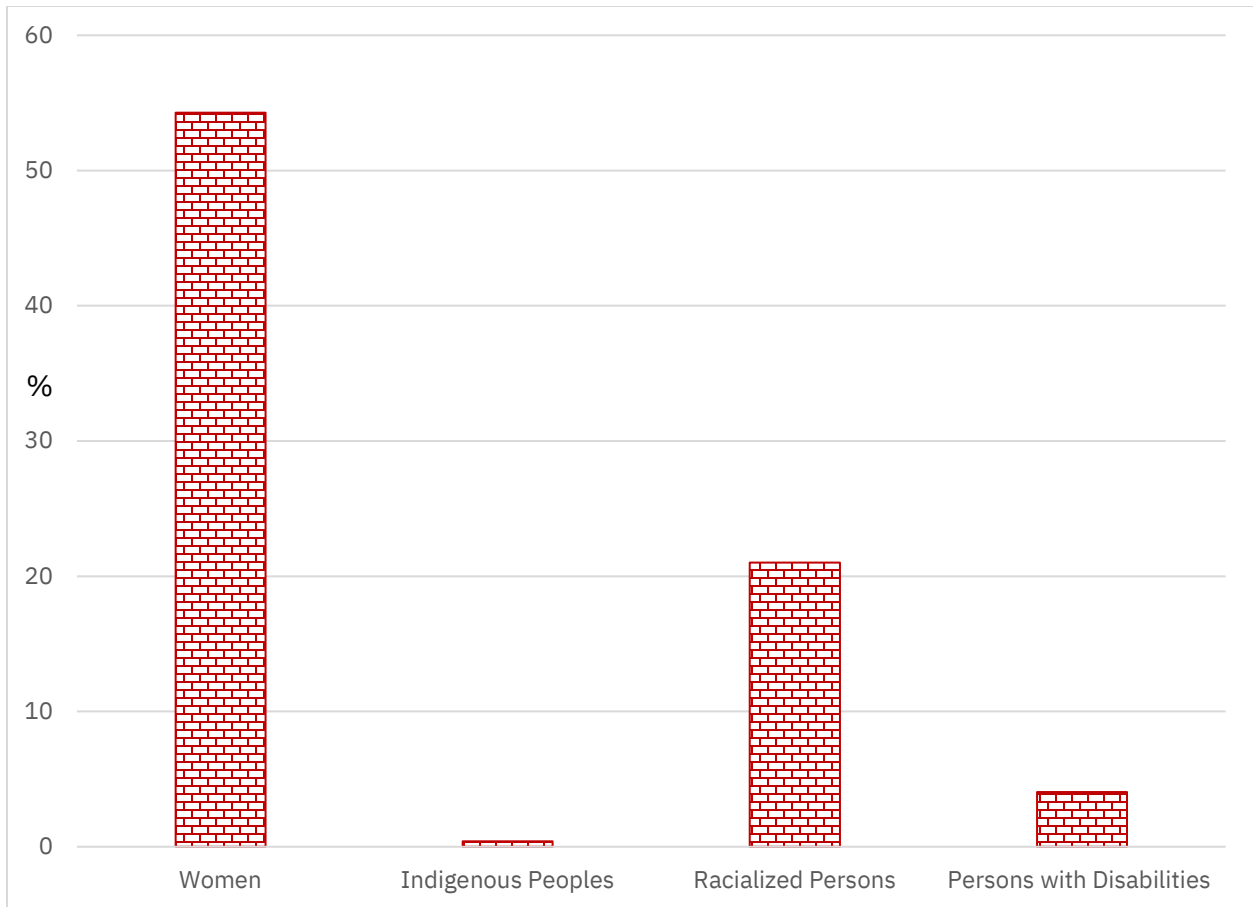


<sup>13</sup> Total count = 62

## APPENDIX G – Total University Exits<sup>14</sup>

2022 Terminations of Equity Identified Groups  
as a Proportion of Total University Hires

(Includes Full time, Part time and Temporary)



<sup>14</sup> Total Count = 4911



# The Centre for Sexual Violence Response, Support & Education Annual Report

May 1, 2022 to April 30, 2023



## About the Centre

### We're Here for You.

#### OUR MISSION

Guided by the York University Policy on Sexual Violence, the Centre for Sexual Violence Response, Support & Education's (The Centre's) main principle is to provide support for survivors. This support should be provided at the survivor's own pace, in the ways they wish to proceed and in a way that enables them to make informed decisions.

#### WHAT WE DO

The Centre acts as a stand alone, single point of contact for integrated and holistic sexual assault response, support, advising, counselling, advocacy and case management services.

The Centre is staffed with qualified subject matter experts who operate with the highest levels of confidentiality and empathy.

#### The Centre Staff

**Director**

**Receptionist**

**Peer Trainer**

**Training & Education Specialist**

**Service & Supports Coordinator**  
2 positions

Supports offered through The Centre include:

- the coordination of academic accommodations
- facilitating access to medical services
- support with workplace accommodations
- providing information about reporting options
- safety planning
- emergency financial assistance
- access to our safe house for those escaping situations of imminent violence

# Highlights



Supported

**411**

unique disclosures



Managed

**45**

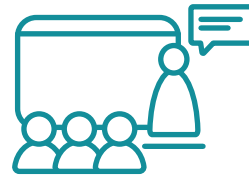
complaints of incidents of sexual violence\*



Achieved

**200+**

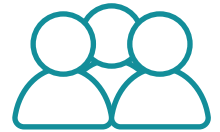
staff completions on training modules on sexual violence



Educated

**6,200+**

staff, students and faculty through presentations to the York community



Run by

**6**

staff

\* Incidents were reported through the [Policy on Sexual Violence](#)



## CELEBRATING THE CENTRE'S 5th ANNIVERSARY

Since the opening of The Centre's doors on July 4, 2018, there has been a steady uptake of our services as York's community develops a greater awareness of the supports and services offered. Through this anniversary, The Centre will use this opportunity to remind the community of the various types of work The Centre supports and encourage all community members to take an active role in contributing to a culture of consent.

## HIRING A NEW EXECUTIVE DIRECTOR, COMMUNITY SUPPORT AND SERVICES

In August 2022, Yukimi Henry joined York University as the Executive Director, Community Support & Services, which oversees various units, including The Centre. Henry possesses over 20 years of experience in the areas of sexual violence response, student conduct, crisis and critical incident responses and mental health services.

Prior to joining York, she was the Director, Student Support & Inclusive Learning at George Brown College leading and overseeing counselling and wellbeing, accessibility services, policy development, COVID-19 response, and investigations and adjudication of student conduct. Henry was also the Executive Co-Chair of the Ontario Counsellor Centre Directors Working Group, which brings together senior leaders in health services across post-secondary education in Ontario.

Henry brings extensive knowledge and skills in mental health, social services, legal services and education, as well as a strong commitment to supporting students through an equity and trauma-informed lens.



# Incidents of Sexual Violence reported through the Policy on Sexual Violence

The following is a breakdown of incidents of Sexual Violence reported through the Policy on Sexual Violence during this reporting period. Please note that the number of unique individuals that the Centre supports does not represent the frequency of services offered. On average, The Centre staff meet with the same individual 5-6 times and provide several services and supports and this can be over several months or even years.

## Statistical Information

**45** total complaints

- **4** complaints resolved through formal investigation/ adjudication
- **14** complaints resolved informally through a negotiated process
- **27** complaints determined to be outside the scope of the Policy. Supports and referrals to other services and resolution processes provided.

## Breakdown of Complaints

**36** Student Complainants

**30** Student Respondents

**2** Staff Complainants

**4** Staff Respondents

**5** Faculty Complainants

**1** Faculty Respondents

**2** Non-community Complainants

**10** Non-community Respondents



# Training & Education

York University and the Centre for Sexual Violence Response, Support & Education are committed to educating and training the York community about sexual violence to prevent sexual violence and improve supports to survivors.

This includes:

- Building awareness on the Sexual Violence Policy and informing the community, including members of the governing board, senior administrators, faculty, staff, other employees and contractors, and students, about the processes for responding to and addressing sexual violence
- Organizing educational initiatives for the University community to promote a change in the attitudes and behaviours that perpetuate sexual violence, as well as create a more supportive environment for survivors. The Centre’s programming aims to address systemic issues contributing to sexual violence and challenge rape culture and other forms of discrimination and hate. These initiatives also adopt an intersectional and anti-oppressive approach to addressing the issue of sexual violence and recognizing different experiences of violence.



## DEVELOPING GREATER CAPACITY THROUGH TRAINING MODULES

Through training modules focused on policies and procedures pertaining to sexual violence response at York, students, staff and faculty are able to develop the skills and knowledge to support each other. Modules are accessible through The Centre’s website.

- **Module one: Sexual Violence Response & Awareness.** This introductory course provides information about policies and procedures.
- **Module two: Responding to Disclosures of Sexual Violence.** Through scenario-based interactive learning, participants engage in identifying and evaluating effective responses to disclosures of sexual violence.

### Next Steps

New training on the Ontario government’s new policy on sexual misconduct, the *Strengthening Post-Secondary Institutions and Students Act*, will launch in fall 2023. This module will teach Faculty, staff and students on how to be an active bystander and contribute to building a culture of consent at York University.

## SPREADING THE WORD

During training sessions, The Centre seeks to deliver training in a way that is interactive, while providing an opportunity for everyone to learn and unlearn. Unique training sessions were conducted in classrooms for departments and among student groups and various staff. The Centre also hosted a number of events in various formats, whether in-person or virtually.

## Leading unique programs to build awareness

### ACTIVE BYSTANDER PROGRAM

Our Active Bystander program aims to educate our community members to intervene when witnessing any form of sexual violence. Through training programs and initiatives, the program aims to create a community that is educated on what sexual violence is and how consent can be incorporated into our daily lives. It also strives to empower individuals to say something or do something when witnessing different forms of sexual violence.

Students, staff and faculty who received this training can disrupt conversations that engage in rape culture, provide resources and support to individuals and be equipped with the tools to be an active bystander.

The Active Bystander Program leverages the invaluable asset of peer to peer learning through the delivery of educational sessions by Centre trained peer facilitators who are York U students.

Thanks to our partnership with the York Federation of Students, all club leaders had the opportunity to be trained in the Active Bystander Program, with a specific focus on various scenarios club executives may face.

#### Partnering with the Lasonde School of Engineering

A curated Active Bystander Training was provided to all first-year engineering students in partnership with Professor James Smith, a faculty member of the Lasonde School of Engineering. During the summer of 2022, participants in Smith's class were educated on how to intervene when witnessing any form of sexual violence, consent and intersectionality.

Informed by the industry-wide issue of sexual violence and discrimination within the STEM field, This pilot partnership aimed to take preventative measures through education on research and create spaces where engineering students can understand the support resources available.



Trained **all first-year engineering students** through a unique partnership with the Lasonde School of Engineering



Trained **500+ student leaders** at the Orient the Leader training conference



Provided training opportunities to all of York's **student club leaders**



Trained York's **varsity athletes** and all **students living in residence**

### TEACHING CONSENT THROUGH THEATRE

During Orientation's welcome ceremony in September 2022, all first-year students had the opportunity to watch *This Moment in Time*, a play that explores consent, boundaries and how to navigate healthy relationships. Created in collaboration with Vanier College Productions, the play focuses on different ways consent and sexual violence can be addressed in our lives and where York's students can access support and resources on campus, whether a situation occurred on- or off-campus.

The mission of this 20-minute play is to help build connections for students who may be experiencing or witnessing situations for the first time and to help them understand how different events in the world around them can shape their lives. This play strives to reinforce how to connect with one another in meaningful and healthy ways and how compassion and kindness can guide us all.

## Hosting various events and launching educational campaigns

Various events and campaigns were held throughout the year to address sexual and gender-based violence through an intersectional lens, with a specific focus on how these issues impact Black and Indigenous community members.



The Centre co-facilitates three distinct support groups with Student Counselling, Health & Well-being throughout the year:

- **The Men's Support Group:** Supporting men who have experienced sexual violence in all forms.
- **The Survivor Support Group:** Allowing York's students to meet and feel supported in their healing journey.
- **The Processing Group:** Providing a space to continue engaging students who previously accessed counselling services.

### HIGHLIGHTS

#### Consent Action Week – Fall 2022

To support building connections across communities, the fall Consent Action Week aimed to raise awareness, facilitate training and provide support resources catering to wellness for the York community. Through virtual and in-person events, the York community were welcomed to engage in difficult conversations, push past their discomfort and have meaningful engagement to find ways to collaborate.

This year's partners included Full Circle, Planned Parenthood, Dr. Aditi Paul (a mixed-methods researcher and the author of *The Current Collegiate Hookup Culture: Dating Apps, Hookup Scripts, and Sexual Outcomes*), Debbie Owusu-Akyeeah (Executive Director of the Canadian Centre for Gender & Sexual Diversity), Nicole Brown Faulknor (Founder of Wounds 2 Wings Trauma and Embodiment Association of Ontario), Luna Matatas, Prinka Singla, SHARE and the Greenhouse.



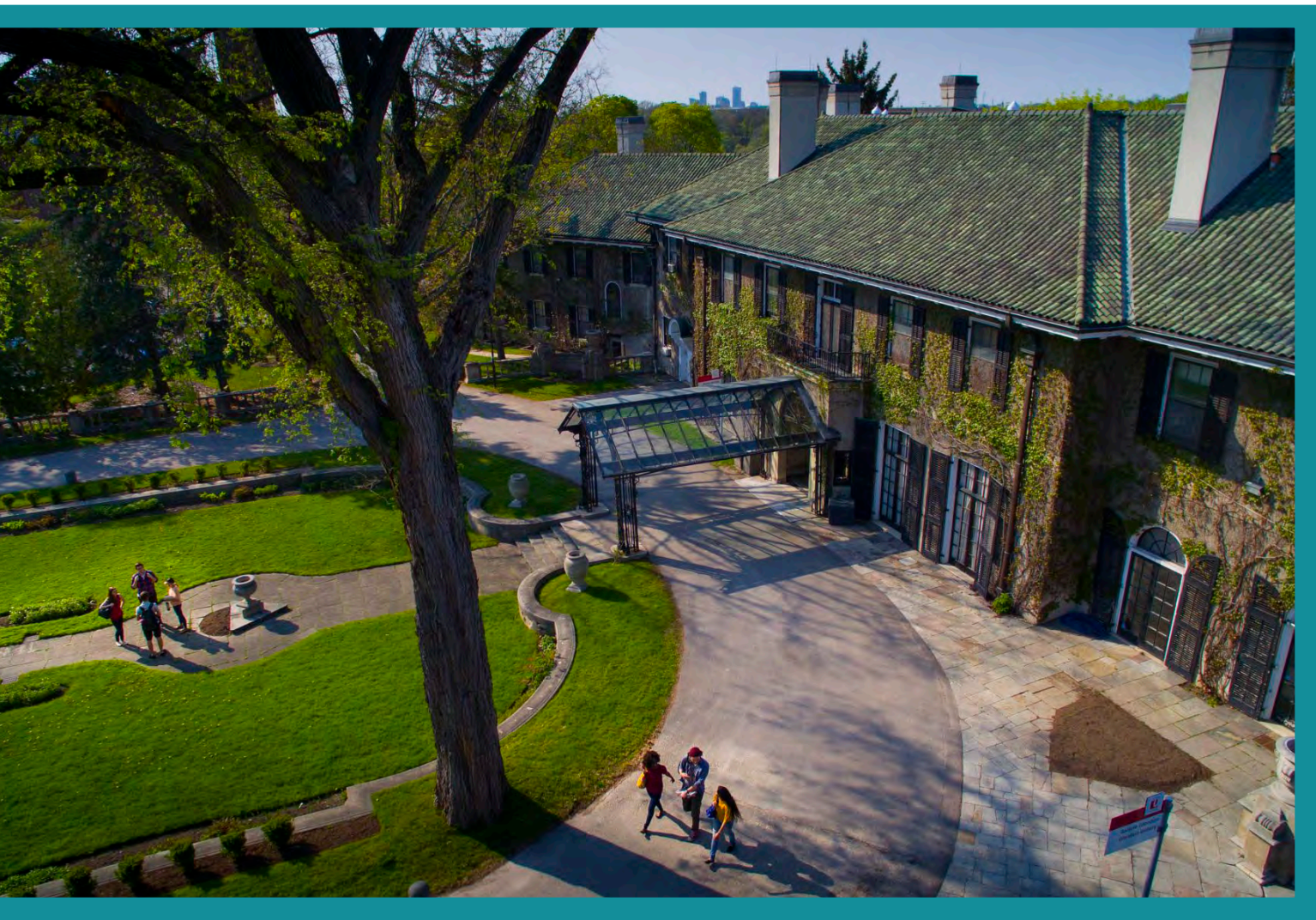
#### 16 Days of Activism – November 25 to December 10, 2022

This 2022 campaign continued the previous year's theme of ending femicide by spotlighting certain groups of women who are more vulnerable. A collective effort is needed across the country and worldwide to address violence against women and girls. The Centre supports those affected by gender-based violence, which has serious implications for members of various marginalized communities. A ceremony was held to honour missing and murdered Indigenous women and members of the LGBTQ+ community, including transgender women.

#### Consent Action Day – January 26, 2023

The Centre organized events to raise awareness about mental health, well-being, recovery, self-care and advocacy. York community members were informed about the various supports and services offered by The Centre's staff, peers and external partners.

Through this campaign, The Centre encourages the York community to make a commitment to advocate, listen and support survivors and recognize that we all have a role to play in ending violence against women and girls.



## We're here for you.

If you require support or information, please **reach out to The Centre.**

**Phone:** 416-736-5211 (24/7)

**Website:** [yorku.ca/thecentre](http://yorku.ca/thecentre)

**Email:** [thecentre@yorku.ca](mailto:thecentre@yorku.ca)



# York University Endowment Fund

## **Annual Investment Report Board of Governors - Investment Committee**

For Year Ended December 31, 2022

# **York University Endowment Fund**

## **Annual Investment Report**

### **For Year Ended December 31, 2022**

The Endowment Fund (the Fund) is a pool of commingled assets held for the endowments in long-term investments. The endowments are permanent gifts and bequests to York University from donors, enhanced where eligible with matching capital provided by University and government programs. Annual distributions are generated by the Fund investments mainly for support of scholarships and academic chairs.

The Fund is governed by objectives and constraints as documented in the Statement of Investment Policies and Procedures (SIP&P). The Board annually approves the SIP&P and any changes to the investment strategy or asset mix as proposed by the Investment Committee. The Investment Committee oversees the investments, portfolio managers, and implementation of investment strategy.

The Fund assets are allocated for investment to fifteen portfolio managers, each assigned with distinct mandates. All mandates are actively managed.

#### **The Fund in Review - 2022**

The market value of the Fund as of December 31, 2022, was \$550.7M, a decrease of \$82.0M relative to the December 31, 2021, valuation of \$632.7M. The decrease in 2022 was the net effect from combined inflows, outflows, and depreciation. The inflow of \$6.3M in contributed capital was offset by outflows that include fund expenses of \$4.3M and fund distributions of \$16.1. The depreciation was due to the market value of the fund decreasing by \$67.9.

Distributions to support endowment beneficiaries form the greatest part of withdrawals. Over the past eight years, \$127.9M has been directed specifically to the purposes established by the University's donors.

The Fund one-year rate of return as of December 31, 2022, was -10.9%, compared to the returns of 9.1% and 16.9% for the one-year periods ending December 31, 2021, and 2020, respectively. The Fund performance for 2022 lagged the benchmark one-year rate of return of -10.0% by 0.9%.

The Fund four-year rate of return of 7.2% (as of December 31, 2022) beat the annualized benchmark performance of 6.6% by 62 basis points (bp), for the same period.<sup>1</sup>

Positive market returns were a challenge in 2022. The global equity benchmark, the Morgan Stanley Capital International All Country World Index (MSCI ACWI), lost 10.0% in Canadian dollar terms in 2022 as investors re-assessed industries amid geopolitical turmoil, ensuing supply chain disruptions, and the return of inflation which had emerged as a factor in the latter part of 2021. Russia's invasion of Ukraine on February 24, 2022 was a human tragedy whose knock-on effect was to force equity investors to look closely at disruptions in global food and energy supply when evaluating which businesses and industries would be least affected amid the new supply chain disruptions which had become common as a result of the shut down during the global pandemic in 2020-21. The US benchmark S&P 500 index returned -19.4% in 2022 but not all S&P sectors were evenly affected. Within the S&P 500, the energy index returned 65.7% while all other sectors, except utilities which returned 1.6%, had negative returns. The three worst performing sectors were communications services, consumer discretionary, and information technology which returned -39.9%, -37.0%, and -28.2% respectively.

Fixed income markets performed as poorly as equity markets. According to the Barclay's U.S. Aggregate Bond Index, 2022 was the worst year since the market index started recording returns in 1976. Last year, 2022, was historically bad – as the index was down 13% as the United States Federal Open Market Committee (FOMC) aggressively increased its benchmark overnight rate. The FOMC had maintained the federal funds target rate at 0.25% from March 15, 2020 till March 17, 2022. From March 2022 to the end of the year, the FOMC raised rates by 4.25%. In the 2021 Annual Investment Report, it was stated that “major central banks stayed the course in maintaining low policy rates thereby subjecting fixed income to a high probability of interest rate risk in the event of future policy rate increases” and this was proved correct in 2022. Similar to the FOMC, the Bank of Canada's key benchmark overnight target rate remained at 0.25% from March 27, 2020 till March 2, 2022 only for the Bank of Canada to raise rates by 4.25% in 2022. The result of this aggressive increase was a total return of -10.55% in the S&P Canada Aggregate Bond Index. What the 2022 financial market returns in public equity and fixed income shows is that there was no chance of positive returns for balanced (i.e., 60% equity, 40% fixed income) portfolios.

In 2022, the US dollar (USD) index futures gained 8.2% year over year, eclipsing the 6.7% return in 2021, thanks to strong employment figures for the American economy and annualized GDP growth of 2.1% and the US Federal Reserve raising

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<sup>1</sup> The four-year annualized return of the Fund is 7.19% beating the benchmark of 6.57% by 0.62% or 62 bp. All returns have been rounded off to 1 decimal within the report.



interest rates aggressively 2022.

In 2022 the Fund underperformed the benchmark by 0.9%. This followed on underperforming the benchmark in 2021 by 1.4% after outpacing the benchmark return by 5.4% in 2020. The Fund was 4<sup>th</sup> quartile in its peer group with returns in the 81<sup>st</sup> percentile for 2022. The Fund's percentile ranking against peers was 4<sup>th</sup> quartile over 1 and 2 years, 3<sup>rd</sup> quartile over 3 and 10 years, and 2<sup>nd</sup> quartile over 4 and 5 years. At the end of 2022, the global equity component, which accounts for approximately 60% of the Fund's allocation, had lost 16.13% trailing the MSCI ACWI benchmark by 3.70%. This was due to the Fund's equity bias in favour of growth style managers and minimal exposure to the energy sector. The sector rotation in equities which began early in 2021 continued and favoured value-oriented managers over growth managers for the 2022 as well.<sup>2</sup> The Fund's deep value manager had a return of 3.07% in 2022 while all other equity managers had negative returns.

The currency hedging strategy had a marginally negative impact and decreased the value of total fund by 4 basis points (bp) in 2022. During 2022, the Canadian dollar (CAD) similarly depreciated versus the USD year over year, going from 1.2745 to 1.3540 CAD/USD from 2021 to 2022.<sup>3</sup>

Direct expenses charged to the Fund for investment management, custody, performance measurement and investment consulting services during calendar 2022 were \$4.3 million for a total expense ratio of 0.68%. For 2022 total expenses were \$0.9 million higher (2021 expenses were \$3.4 million). Investment management fees are charged based on assets under management. For calendar year 2021, the expenses were 0.53% of average assets under management, but in 2022, those fees rose to 0.74%. This was due to capital calls on real assets. Depending on the infrastructure fund, fees may be based on committed rather than invested capital, therefore initial fees can be disproportionately large relative to invested capital. The initial capital calls for new infrastructure managers occurred in Q4 2022. Given increased allocation to private assets (i.e., real assets) going forward, expense ratio in the future is expected to be higher than those observed in the past. For example, the expense ratios observed in previous years are as follows: 2021 (0.57%), 2020 (0.57%), 2019 (0.43%), 2018 (0.59%) and 2017 (0.61%).

The balance of this Report reviews the investments, asset mix and manager allocations. Performance of the Fund to December 31, 2022, is reviewed in

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<sup>2</sup> Sector rotation is the movement of money invested in stocks from one industry to another as investors and traders anticipate the next stage of the economic cycle. Typically, different styles of investing (e.g., growth vs. value vs. quality vs. growth at a reasonable price) are favoured during different stages of economic growth.

<sup>3</sup> On December 31, 2021, 1 USD bought 1.27452, on December 31, 2022, 1 USD bought 1.3540 CAD.

absolute, relative, and comparative terms. The Investment Committee’s activities conducted during calendar 2022 are summarized in the final section.

## Asset Mix

The Policy asset mix (Figure 1) summarizes the asset class weights that the Fund was managed to, throughout 2022.

**Figure 1**

<b>Policy Asset Mix</b>		
<u>Asset Class</u>	<u>Target</u>	<u>Weight</u>
<b>Equities</b>		
Global	<u>60%</u>	<b>60%</b>
<b>Fixed Income</b>		
Global Fixed Income	20%	
Global High Yield Bonds	<u>10%</u>	<b>30%</b>
<b>Real Assets*</b>		
Real Estate	<u>10%</u>	<b>10%</b>
Global Infrastructure		

The Policy asset mix, determined through a periodic process involving an asset-liability study that incorporates projections for capital markets returns over a ten-year horizon, is selected for its expected ability to meet the Fund’s investment objective of funding endowment commitments each year, into perpetuity. The asset mix is geared to provide income to the University for the annual payouts to support endowed spending and to preserve the value of endowed capital.

\*The Fund’s SIP&P lists the strategic target mix as equities at 50%, and real assets at 20%. Since there is a phase-in period for the real assets allocation, the benchmark weight will be held at 10% until the exposure has been fully developed to at or near 20%, at which time the 20% benchmark weight shall apply. This approach is consistent with clause 6.6 of the SIP&P which states “During the phase-in period for the Real Assets asset class, the current Benchmark weight will be held at 10% until the exposure has been fully developed to at or near 20%, at which time the 20% Benchmark weight shall apply. The offset weight during the phase-in period will be applied to equity classes.”

The Fund’s actual asset mix compared to the Policy target weights effective

throughout 2022, including currency overlay, as of December 31, 2022, is shown below in Figure 2.

**Figure 2**

**Actual Versus Target Asset Class Weights - December 31, 2022**

<b>Asset Class</b>	<b>Market Value (\$Mil)</b>		<b>Actual Weight</b>		<b>Target Weight</b>		<b>Over/Under</b>	
<b>Equities</b>								
Global	<u>319.9</u>	<b>\$ 319.9</b>	<u>58.1%</u>	<b>58.1%</b>	<u>60.0%</u>	<b>60.0%</b>	<u>-1.9%</u>	<b>-1.9%</b>
<b>Real Assets</b>								
Real Estate	<u>54.8</u>	<b>54.8</b>	<u>10.0%</u>	<b>10.0%</b>	<u>10.0%</u>	<b>10.0%</b>	<u>0.0%</u>	<b>0.0%</b>
Global Infrastructure	<u>9.3</u>	<b>9.3</b>	<u>1.7%</u>	<b>1.7%</b>	<u>0.0%</u>	<b>0.0%</b>	<u>1.7%</u>	<b>1.7%</b>
<b>Fixed Income</b>								
Global Fixed Income	97.9		17.8%		20.0%		-2.2%	
Global High Yield Bonds	51.7		9.4%		10.0%		-0.6%	
Short-Term Investments	<u>16.8</u>	<b>166.4</b>	<u>3.1%</u>	<b>30.2%</b>	<u>0.0%</u>	<b>30.0%</b>	<u>3.1%</u>	<b>0.2%</b>
<b>Currency Hedge</b>	0.3	<u><b>0.3</b></u>	0.1%	<u><b>0.1%</b></u>	0.0%	<u><b>0.0%</b></u>	0.1%	<u><b>0.1%</b></u>
		<u><b>\$ 550.7</b></u>		<u><b>100.0%</b></u>		<u><b>100.0%</b></u>		

Asset class weights are permitted to vary within a range of +/- 5% of the target weights and are rebalanced periodically back to the target when necessary. The 3.1% allocation to short-term investments was for the purpose of liquidity management in anticipation of future distributions and capital calls that occurred in 2022.

The managers, their mandates, market values and fund weights are shown in Figure 3. Previously, the equity component of the Fund had a core-satellite structure in place from June 2019 to June 2022. The core funds had low volatility mandates managed by TDAM Low Vol and Unigestion. The satellite funds are managed by C-Worldwide, Baillie Gifford, Morgan Stanley, Lazard, and Fiera (Harris Oakmark). TDAM Low Vol was replaced by relative value manager, Black Creek and the core-satellite structure was replaced with one where all equity managers had equal target allocations 8.57% each. The currency hedge applies to 50% of the USD exposure contained in high yield bonds and global real estate. The passive overlay is composed of liquid three-month foreign exchange forward contracts and reported on a marked-to-market basis.

**Figure 3****Specialty Mandates and Asset Allocations - December 31, 2022**

<u>Investment Manager</u>	<u>Mandate</u>	<u>Market Value (\$ Mil)</u>	<u>Weight</u>
<b>Equities</b>			
C Worldwide	Global Equity	51.1	9.3%
Baillie Gifford	Global Equity	36.1	6.6%
Morgan Stanley	Global Equity	36.0	6.5%
Lazard	Global Equity	55.5	10.1%
Fiera	Global Equity	49.9	9.1%
Unigestion	Global Equity	45.5	8.3%
Black Creek	Global Equity	45.9	8.3%
<b>Real Estate</b>			
Bentall Green Oak	Canadian Real Estate	37.9	6.9%
Landmark VIII	Global Real Estate	16.9	3.1%
<b>Global Infrastructure</b>			
Copenhagen	Global Infrastructure	2.3	0.4%
Brookfield	Global Infrastructure	7.0	1.3%
<b>Fixed Income</b>			
Manulife	Global Fixed Income	47.3	8.6%
PH&N	Global Fixed Income	50.6	9.2%
Stone Harbor	Global High Yield Bonds	51.7	9.4%
TD Asset Management	Short-Term Investments	16.8	3.0%
TD Asset Management	<b>Currency Hedge</b>	0.3	0.1%
		<u>\$ 550.7</u>	<u>100.0%</u>

**Performance Objectives**

The Fund's return objective is quantified in the form of a performance benchmark, which is a weighted composite of specified capital markets indices. Each asset class is assigned a specific index or index-relative target for performance measurement and evaluation. Real assets comprise real estate and global infrastructure. For real estate, the target benchmark is Canadian CPI + 4% for Landmark VIII and Bentall Green Oak. For global infrastructure, the target benchmark is Canadian CPI + 6% for Brookfield Global Transition Fund (BGTF) and Copenhagen Infrastructure Partners Energy Transition Fund (CIP ETF). For the global unconstrained fixed income (UFI) mandates, there are two benchmarks: (i) Bloomberg Barclays Global Aggregate Corporate (CAD hedged) for Manulife's strategic fixed income strategy; (ii) 75% Bloomberg Barclays Global Aggregate Corporate (CAD hedged) + 25% FTSE Canada Short Term Overall Bond Index for PH&N's bespoke fixed income strategy.

The performance benchmark in effect throughout 2022, follows in Figure 4.

**Figure 4****Performance Benchmark 2022**

<b><u>Asset Class</u></b>	<b><u>Weight</u></b>	<b><u>Index</u></b>
Global Equities	60%	MSCI ACWI
Real Estate	10%	Canadian CPI + 4%
Global Infrastructure		Canadian CPI + 6%
Global Fixed Income	20%	Bloomberg Barclays Multiverse PH&N Benchmark
Global High Yield Bonds	10%	Citigroup High Yield Market Capped

The Fund's return objective is to meet or exceed the four-year annualized benchmark return on a rolling basis.

Fund performance is expressed as a total rate of return, gross of fees, in Canadian dollars. Fund rates of return are calculated by an independent performance measurement provider, CIBC Mellon.

**Evaluating Absolute Performance**

Performance evaluation is conducted on a monthly basis. The total fund rate of return is compared to the return of the composite benchmark and reported for intervals spanning one month to ten years. A formal performance evaluation is conducted semi-annually, for review by the Investment Committee, that focuses on one-year and four-year returns against benchmarks and longer term against policy objectives of exceeding spending targets. The results of individual portfolios and managers are reviewed, incorporating comparisons to performance statistics for portfolio risk and return and to the objectives and targets specified in each of the manager mandates.

Figure 5, below, presents the Fund's performance record for 2022, and successive annualized periods out to eleven years (2012-2022), providing a snapshot of the longer-term success of the investment program.

**Figure 5****Endowment Fund Long-Term Performance**

Annualized Returns for Periods Ended December 31, 2022

	<b><u>1 Yr</u></b>	<b><u>2 Yrs</u></b>	<b><u>3 Yrs</u></b>	<b><u>4 Yrs</u></b>	<b><u>5 Yrs</u></b>	<b><u>6 Yrs</u></b>	<b><u>7 Yrs</u></b>	<b><u>8 Yrs</u></b>	<b><u>9 Yrs</u></b>	<b><u>10 Yrs</u></b>
<b>Fund</b>	-10.9%	-1.4%	4.4%	7.2%	5.4%	6.0%	6.2%	6.1%	6.5%	7.5%
<b>Benchmark</b>	-10.0%	-0.3%	3.7%	6.8%	5.1%	5.7%	6.2%	6.3%	6.8%	7.9%
	-0.9%	-1.1%	0.7%	0.4%	0.4%	0.3%	0.0%	-0.3%	-0.3%	-0.4%

In absolute terms, on a ten-year annualized basis, the 7.5% performance of the

Fund has covered the sum of the approximated real spending target of 4%, expenses of 0.5%, and inflation of 2%. The inflation approximation will be reviewed going forward based on the rise of inflationary pressures since late 2021.

The Endowment Fund’s investment program is fluid and developed in response to shifts in the investment environment, changes in cash flows and evolving risks (e.g., market, regulatory, climate) affecting various components of the Fund. The Investment Committee has concentrated on revisiting the target asset mix that aligns with the investment objectives of preserving capital through a range of capital market outcomes and providing annual distributions for inflation-adjusted spending.

## Measuring Relative Performance

Figure 6, below, shows annual one-year returns for eleven years, 2012 to 2022, and the four-year annualized return to December 31, 2022 relative to the Policy benchmark approved by the Board, that prevailed for each of those past years. Currency strategy was introduced as an integral element of investment strategy in 2010.

Figure 6

Endowment Performance - Annual Returns												
	One-Year Returns as at December 31										Annualized Four Years	
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013	2012	2019-22
<b>Fund</b>	-10.9%	9.1%	16.9%	16.2%	-1.3%	8.6%	7.7%	5.0%	9.7%	17.3%	12.5%	<b>7.2%</b>
<b>Benchmark</b>	-10.0%	10.5%	11.5%	16.3%	-1.3%	8.7%	9.4%	7.1%	10.6%	18.1%	11.4%	<b>6.8%</b>
	-0.9%	-1.4%	5.4%	-0.1%	0.0%	-0.1%	-1.6%	-2.1%	-0.9%	-0.8%	1.1%	<b>0.4%</b>

The one-year total rate of return as of December 31, 2022 for the Fund and its benchmark were respectively -10.9% and -10.0%.<sup>4</sup> Excluding the impact of currency hedging, they were -10.5% and -10.0%.<sup>5</sup> The global high yield bonds portfolio and the global real estate portfolio are hedged 50% of their USD exposure. There is also 50% EUR hedge for one of the global infrastructure managers, Copenhagen Infrastructure Partners. During this year, the hedge decreased total return by 0.04%.

In 2022, the Fund trailed its benchmark by 0.9%. The global equity portfolio, which accounts for 60% of the Fund, lagged its respective benchmark by 3.7%.

Over four years to December 31, 2022, the annualized return for the Fund was 7.2% beating the Policy benchmark four-year annualized return of 6.8% by 43bp.

<sup>4</sup> More precisely, -10.9148% for the hedged return, and -9.9808% for the hedged benchmark

<sup>5</sup> More precisely, -10.4479% for the unhedged return, and -9.9808% for the unhedged benchmark

Capital markets returns for the indexes composing the performance benchmark for the past four calendar years and annualized for the four-year period are shown in Figure 7.

**Figure 7**

	<b>Index Returns (CAD)</b>				<b>Annualized Four Years 2019-22</b>
	Annual Returns				
	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	
<b>Equity Indices</b>					
MSCI ACWI (All Countries)	-12.4%	17.5%	14.2%	20.2%	<b>9.0%</b>
<b>Fixed Income Indices</b>					
Bloomberg Barclays Multiverse	-9.9%	-5.3%			<b>N/A</b>
PH&N Benchmark	-12.0%	-0.8%			<b>N/A</b>
Citigroup High Yield Market Capped	-4.4%	4.3%	3.7%	8.3%	<b>2.9%</b>
<b>Real Estate Indices</b>					
CPI+4%	10.8%	4.2%	5.0%	6.2%	<b>6.5%</b>

## Review of Comparative Performance

Aon provides data for comparison in the form of a peer group of Balanced Funds. Comparative performance results for one-year and multi-year periods ended December 31, 2022, are presented in Figure 8, below.

The Balanced Funds group is provided for comparison as constituents are most likely to have common asset mix characteristics with the Endowment Fund. Differences in investment strategy arise from constituent funds' unique purpose, investment objectives and philosophy, size, and program resources. These lead to variation in investment holdings and divergences in returns among members constituting the peer group members. In terms of magnitude of divergence from the median, asset mix typically has the highest impact, followed by active management, and currency strategy.

**Figure 8****Total Fund - Comparative Analysis as of December 31, 2022**

	Annual Returns (%)				Annualized Returns (%)			
	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2 Yrs</b>	<b>3 Yrs</b>	<b>4 Yrs</b>	<b>10 Yrs</b>
<b>Percentile Rank</b>								
5th (highest)	-3.0	18.5	14.2	17.8	6.7	7.2	9.3	8.7
25th	-5.8	15.2	10.8	16.4	3.9	5.5	8.0	7.9
50th (median)	-7.9	13.1	9.2	15.0	1.6	4.4	7.2	7.7
75th	-9.4	11.7	8.1	13.5	0.4	3.3	6.1	7.1
95th (lowest)	-13.0	9.3	5.0	10.3	-1.3	1.9	4.3	5.9
<b>Comparative</b>								
York University	-10.9	9.1	16.9	16.2	-1.4	4.4	7.2	7.5
Quartile Rank	Q4	Q4	Q1	Q2	Q4	Q3	Q2	Q3

The statistics presented above in Figure 8, exclude outlier returns that fall outside the range between 5th and 95th percentiles.

The Fund's one-year rate of return of -10.9%, ranked in the 81<sup>st</sup> percentile (fourth quartile) in 2022, an improvement of the 96<sup>th</sup> percentile (fourth quartile) ranking in 2021. The focus of the Fund's strategy remains long term. Since 2012, the Fund has ranked in the first quartile against peers in 2012, 2018, and 2020, and second quartile in 2013, 2016, and 2019.

The Fund's bias remains toward equities, and the strategic asset mix was last reviewed in 2018 with an eye to achieving similar returns at a lower level of risk going forward. The current strategic target asset mix targets a 50% weighting in global equities and 20% weighting in real assets. While this came into effect in 2019, the implementation continues to take time due to the nature of allocating capital to private assets such as global infrastructure.

### **Endowments Growth**

Over the ten years since 2013, the market value to book value (MV-BV) ratio has ranged from a low of 1.56 in 2013 to a high of 2.19 in 2021. As of the end of 2022, the Endowment Fund capital (book value) has expanded by \$32.7M due to net contributions, while market value has grown by \$145.4M, through a combination of contributed capital, investment income, and capital appreciation. The market value accounts for (i.e., is net of) distributions for endowed spending and investment expenses.



**Figure 9****Pooled Endowments - Growth (\$ Millions)**

	<u>Market Value</u>	<u>Book Value*</u>	<u>MV-BV Ratio</u>
December 31, 2022	550.7	293.2	1.88
December 31, 2021	632.7	288.8	2.19
December 31, 2020	594.3	284.8	2.09
December 31, 2019	512.9	280.3	1.83
December 31, 2018	464.2	276.6	1.68
December 31, 2017	476.7	271.4	1.76
December 31, 2016	438.8	269.2	1.63
December 31, 2015	410.7	253.2	1.62
December 31, 2014	434.1	264.9	1.64
December 31, 2013	405.3	260.5	1.56

\* Donations and Matching Funds

Endowment Fund book value constitutes the historical value of capital received from donors, plus the historical value of capital matches from government and University matching programs. The endowment accounting, and record keeping for book value and market value of individual endowments, is performed by CIBC Mellon and BNY Mellon, on a unitized market valuation system basis. The unitization of the Endowment Fund was approved on April 11, 2014, and introduced on May 1, 2014.

The change in the market value of the Fund during calendar 2022, shown in Figure 10, illustrates the effects of cashflows and earnings during the year.

**Figure 10****Change in Total Fund Market Value (\$ Millions)**

Market Value, December 31, 2021		\$632.7
<b>Contributions:</b>		
Donations	6.3	
Reinvested Distributions		
<b>Withdrawals:</b>		
Regular Distributions	(16.1)	
Special Distributions	-	
Fund Expenses	(4.3)	
<b>Earnings:</b>		
Investment Income and Market Appreciation	(67.9)	
Net Change		<u>(82.0)</u>
<b>Market Value, December 31, 2022</b>		<b><u>\$550.7</u></b>

During the last eight calendar years, \$127.9 million has been distributed from the Fund to endowment account beneficiaries. The conversion to the unitized market value system for accounts and the smoothed banded inflation methodology for calculating annual distribution has increased the amounts of the annual distribution as seen in Figure 11, from 2015-16 and on. The amount in 2015-16 was larger due to the exceptional distribution of \$3.5 million. The amount for 2021-22 has been adjusted higher to pick up \$465K in distributions that had not been recorded in the 2021 Annual Investment Report. The new spending model has resulted in a greater share of Fund earnings being made available for key spending toward beneficiary purposes, mainly the support of student scholarships and bursaries, and Academic Chairs.

**Figure 11**

**Distributions to  
Endowment Beneficiaries**

	<b>Annual Distributions</b>
	\$ Million
<b>2022-23</b>	16.7
<b>2021-22</b>	16.2
<b>2020-21</b>	16.1
<b>2019-20</b>	16.6
<b>2018-19</b>	16.1
<b>2017-18</b>	14.9
<b>2016-17</b>	13.9
<b>2015-16</b>	17.4
Cumulative	<u>\$ 127.9</u>

To track the market value, unit holdings, and historical values of each individual endowment, the University uses the services of an external provider of specialized endowment fund accounting (BNY Mellon). At fiscal year-end, April 30, 2022 there were 2,230 individual endowed accounts under management.

## **Oversight**

The Investment Committee conducts activities in accordance with its terms of reference and the Board-approved SIP&P. The Committee's responsibilities are principally fund governance and investment strategy. Activities include regular monitoring of assets and performance, oversight and selection of portfolio managers, development of investment strategy and asset mix, review of fund expenses, and quarterly reporting to the Board. The Committee undertakes further initiatives as deemed timely, and in the best interests of the Endowment Fund and its beneficiaries.

## **Investment Committee Activity – 2022**

During 2022, activities undertaken by the Investment Committee and Administration included:

- The approval of replacing the core-satellite equity portfolio with an evenly weighted equity portfolio.
- Replacement of low volatility manager, TDAM Low Vol with relative value manager Black Creek.
- Allocating 10% of the Short-Medium Term Fund (SMTF) to new managers with mandates to oversee a portion of York University's operational funds:

- TD Greystone Short Bond Plus
  - RP Fixed Income Plus
  - Private Debt Partners Senior Opportunities Fund
- Review and approval of new policies for Endowment Fund (i.e., SIP&P) and operational fund (SMTF guidelines).
- All the investment managers continued to provide compliance reports confirming that their investments were following their mandates and the SIP&P.
- Adoption of bi-annual ESG Scorecard by investment consultant, WTW, to monitor Endowment Fund managers.
- Approval to continue sustainable infrastructure due diligence of potential managers to complement BGTF and CIP ETF and expand global infrastructure allocation.
- Maintaining a 2022-23 payout rate of \$4.35 per unit for purpose of monthly accrual of distribution during fiscal 2023-24. The payout rate is set by the Investment Committee in advance for accrual in the leading fiscal period and the distribution occurs early in the following fiscal period. Payout rates by year have increased since 2014 as indicated in the table below.

<b>Fiscal Year End</b>	<b>Unit Vaue (FYE)</b>	<b>Accrual Distribution Rate</b>	<b>Yield</b>
April 30, 2022	\$124.2999	\$4.35/unit	3.50%
April 30, 2021	\$136.7113	\$4.35/unit	3.18%
April 30, 2020	\$113.4797	\$4.23/unit	3.73%
April 30, 2019	\$115.4543	\$4.17/unit	3.61%
April 30, 2018	\$109.6943	\$4.08/unit	3.72%
April 30, 2017	\$111.6046	\$4.02/unit	3.60%
April 30, 2016	\$98.2817	\$3.96/unit	4.03%
April 30, 2015	\$106.8879	\$3.96/unit	3.70%
April 30, 2014	\$100.0000	\$3.90/unit	3.90%