

BOARD OF GOVERNORS

November 25, 2025

2:00 p.m. to 4:00 p.m.

Livestream Link: <https://youtube.com/live/LohUArZbC0k?feature=share>

| Time | Item | Presenter(s) | Action |
|---------------------------------|--|---|-----------------|
| 2:00 | 1. IN-CAMERA DISCUSSION (Board Members Only) | Catherine Paisley | Information |
| 2:15 | 2. IN-CAMERA DISCUSSION (Executive Group Invited) | | Information |
| END OF IN-CAMERA SESSION | | | |
| 3:00 | 3. INTRODUCTION | Catherine Paisley | |
| | 3.1 Welcome | | |
| | 3.1.1 Land Acknowledgement | | |
| | 3.1.2 Chair's Remarks | | |
| | 3.2 CONSENT AGENDA | Catherine Paisley | |
| | 3.2.1 Approval of the November 25, 2025 Agenda | | Approval |
| | 3.2.2 Declaration of Conflicts of Interest | | Information |
| | 3.2.3 Approval of the September 29, 2025 Minutes | | Approval |
| 4. | REPORT FROM THE PRESIDENT | Mohamed Lachemi | Information |
| 5. | REPORT FROM THE SECRETARY | Wendy Lawrence | Information |
| 6. | REPORT FROM THE PROVOST AND VICE-PRESIDENT ACADEMIC | Roberta Iannacito-Provenzano | Information |
| 7. | DISCUSSION ITEMS | | |
| | 7.1 2024-2025 Sexual Violence Policy Report | Tanya De Mello Roberta Iannacito-Provenzano Saeed Zolfaghari | Information |

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| 7.2 | REPORT FROM THE CHAIR OF THE GOVERNANCE COMMITTEE | Norie Campbell | Information |
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| 7.2.1 | Revised Board Committee Memberships 2025-2026 | Wendy Lawrence | Approval |
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| 7.3 | REPORT FROM THE CHAIR OF THE FINANCE COMMITTEE | David Porter | |
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| 7.3.1 | Financial Statements (unaudited) - Period ending October 31, 2025 | Joanne McKee | Approval |
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8. FOR INFORMATION

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|-----|---|------------------------------|-------------|
| 8.1 | Periodic Program Review Summary and Implementation Plan Reports approved in 2024-2025 | Roberta Iannacito-Provenzano | Information |
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4:00 9. ADJOURNMENT

NEXT MEETING: January 26, 2026

CONGRATULATIONS

Reza Arani, Tier 2 Canada Research Chair in Smart Grid Cyber-Physical Security, and *Atefeh (Atty) Mashatan*, Tier 2 Canada Research Chair in Quality of Security Framework, have together received \$575,000 in funding from the National Cybersecurity Consortium for their collaborative research project Post Quantum Resilience for Cyber-Physical Power Systems. The project will explore how to protect power grids from cybersecurity threats driven by quantum computers.

Teresa M. Chan, founding dean of the School of Medicine (SoM), and *Roberta Iannacito-Provenzano*, provost and vice-president, academic, have both been named to the Women's Executive Network's list of Top 100 Most Powerful Women in Canada in 2025. Teresa was recognized in the "Professionals" category ("women who are professionals in practice and play a leadership role within their organizations"), and Roberta was recognized in the "CN Executive Leaders" category ("women who not only exemplify what it means to be a great leader, but also build confidence and champion others").

Professors *Daolun Chen* (Mechanical, Industrial, and Mechatronics Engineering) and *Miranda Kirby* (Physics) have been named to the Royal Society of Canada as, respectively, a fellow and a member of the College of New Scholars, Artists and Scientists. Daolun's citation calls him "a world-renowned expert in materials science" and praises his "landmark studies" and "groundbreaking contributions in deformation, fatigue and welding." Miranda's citation hails her "internationally recognized innovations in medical imaging" and her leadership of "global efforts to standardize imaging measurements" and improve care for people with lung disease.

Professors *Andrew (Hyouonsoo) Kim* (Psychology) and *Harshita Yalamarty* (Geography and Environmental Studies) have been appointed as new Canada Research Chairs (CRCs). Andrew is now a Tier 2 CRC in Addictions and Mental Health Comorbidity; through his research, he seeks to develop a better understanding of risk factors for the co-occurrence of addiction and mental illness. Harshita, a Tier 2 CRC in Gender and Migration, is examining the impact of Canadian migration policies on diasporic South Asian communities. In addition, *Professor Michael Olson* (Chemistry and Biology) has been renewed as a Tier 1 CRC in Cytoskeleton Regulation and Function, and *Professor Ali Tavallaei* (Electrical, Computer and Biomedical Engineering) has been renewed as a Tier 2 CRC in Systems and Devices for Cardiovascular Interventions.

The *Professional Music* program at The Creative School has been recognized by Billboard magazine in its list of Top Music Business Schools. It is one of only 6 schools outside of the United States out of 45 on the list. Billboard praised the program's learning environment for encouraging "collaboration with creatives across multiple disciplines, preparing graduates to shape the next wave of innovation in the industry."

The *Real Estate Management Program* in the Ted Rogers School of Management (TRSM) has placed #1 in Canada for the fourth year in a row in the Real Estate Academic Leadership rankings. This year's rankings cover the four-year span from 2020 through 2024, tracking publications by researchers in three prestigious academic journals: *The Journal of Real Estate Finance and Economics*, *The Journal of Real Estate Research*, and *Real Estate Economics*. TRSM's program placed 27th in the world, beating programs from institutions such as Harvard University and the University of Pennsylvania.

PARTNERSHIPS

AI POWERED FUTURES – The G. Raymond Chang School of Continuing Education has partnered with the Coalition of Innovation Leaders Advancing Respect (CILAR) to launch AI Powered Futures, a pilot program to help retail sector workers prepare for the future of work. The program will equip workers with AI skills to keep them competitive and enhance their economic mobility by providing foundational and personalized training tailored to industry needs, stackable Curv microcredentials culminating in an AI microcertification, and access to CILAR's diverse network of industry leaders. The program is being funded by the Walmart Foundation and delivered in partnership with AI technology developer Altruistic, AI-first learning platform Disco, and Google. The program aims to upskill 100,000 Canadians by 2030.

CYBERSECURITY COLLABORATIONS – Rogers Cybersecure Catalyst (RCC) announced two cybersecurity collaborations in October. The first is a five-year agreement with Royal Roads University on Vancouver Island, through which the partners will develop cybersecurity programming geared towards the needs of companies and learners in western Canada. Together, they plan to offer cybersecurity training for both professionals and non-professionals, and to foster innovation by working with founders and entrepreneurs to help them build their companies. The second collaboration is the Cyber for Startups program, funded by RBC—with whom RCC has partnered on the FinSec Incubator program. With Cyber for Startups, the RCC is identifying startups that work with innovation hubs across the country and providing free programming so they can design their products with cybersecurity in mind, acting proactively at the earliest stage. The first cohort of this recurring six-week program launched in October 2025.

EVENTS AND INITIATIVES

PWAAGANIGAAWIN / POW WOW – On September 12, TMU community members gathered in the Kerr Hall Quad for the annual Pwaaganigaawin / Pow Wow. This year's theme was “Mnaadenmin Shkagamik-kwe | Teyethinonwerá:ton Yonkhi'nihténha Onhwéntsya | Honouring Mother Earth”—highlighting the important role of Indigenous peoples' ways of knowing in stewarding the environment. The day began at 6am with the lighting of the sacred fire, followed by a sunrise ceremony led by knowledge keeper Clayton Shirt. The event featured intertribal dancing, an Indigenous vendors' market, face-painting for children, and a community feast. This year's eagle staff carrier was Indigenous Human Resources Lead James McKay.

SCHOLARLY, RESEARCH AND CREATIVE (SRC) INTEGRITY DAY – On September 18, TMU hosted the inaugural SRC Integrity Day—a series of presentations and discussions about research integrity and TMU's related resources and policies. The event welcomed faculty, students, and research staff and featured a talk by Cary Moskowitz, director of the National Science Foundation-funded Text Recycling

Research Project at Duke University. He discussed the ethical and legal complexities arising from recycling one's own text in different formats and publications. The day also included panel discussions, case studies, and role-playing exercises led by TMU research leaders, and the announcement of three new eLearning Modules in the Research Integrity training course—on conflicts of interest, generative artificial intelligence, and graduate supervision.

HOMECOMING GAME – On September 18, TMU hosted the annual homecoming men's hockey game at the Mattamy Athletic Centre. Over 2,300 students and guests watched the Bold defeat the University of Toronto Varsity Blues 3–1. The pre-season game offered a rematch of the March 2025 OUA playoff series during which the Bold eliminated the Varsity Blues and advanced to the Queen's Cup Championship. In addition to the on-ice action, vendors and information booths were set up at the Jet Ice Lounge, as was a free photobooth for fans. The game was sponsored by BMO, and everyone attending received a BMO x TMU Bold rally towel.

OZAAWAA BABIGOYAAN GIIZHIGAD / ORANGE SHIRT DAY – On September 30, TMU community members participated in a series of events marking Ozaawaa Babigoyaan Giizhigad / Orange Shirt Day and the National Day for Truth and Reconciliation. The first event was a presentation by Mary Jane Logan McCallum, Canada Research Chair in Indigenous People, History and Archives at the University of Winnipeg, on the former Mount Elgin Indian Residential School in southwestern Ontario. A hands-on crafting session followed, during which participants created messages on Mini Orange Shirt Day flags, which they then carried on a memorial walk from Jorgenson Hall to the Normal School façade. The flags were placed in the soil to symbolize the contrasting experiences of Indigenous and non-Indigenous students in residential, day, and industrial schools. Participants returned to the Student Learning Centre to watch a broadcast of the Remembering the Children event on Parliament Hill. Prior to Orange Shirt Day, on September 26, TMU community members participated in an online presentation hosted by the Woodland Cultural Centre about truth and reconciliation, as well as a virtual tour of the former Mohawk Institute Residential School.

BLACK MEDICAL STUDENT BURSARY LAUNCH – On October 9, the SoM held a celebration event to launch the Foundation for Black Communities (FFBC) Black Medical Student Bursary, a fund designed to remove financial barriers and expand opportunities for Black students pursuing medical education. Through the bursary, eligible first-year Black medical students at the SoM, Dalhousie University's faculty of medicine, and McGill University's faculty of medicine and health sciences are receiving \$10,000 each, as well as access to mentorship and wraparound support. TMU is awarding five such bursaries per year; in their applications, recipients are asked to detail their community leadership and involvement, as well as their financial need. The SoM created the bursary in partnership with the other medical schools and FFBC, which is a Canadian philanthropic foundation that invests in Black communities. The bursary program plans to welcome new institutional partners in the coming years.

FALL CONVOCATION – On October 16 and 17, three ceremonies at the Mattamy Athletic Centre celebrated the achievements of 2,199 graduands. TMU awarded 977 undergraduate degrees and certificates, 860 graduate degrees and certificates, and 362 continuing education certificates. During the first ceremony, business leader and philanthropist Nadir Mohamed, who passed away in September, was posthumously awarded an honorary doctorate of laws; during the third, we celebrated Mavis Staines, former dancer with, and artistic director of, Canada's National Ballet School with an honorary doctorate

of fine arts. During a special ceremony in his hometown, Montreal, on October 3, philanthropist and business leader Stephen A. Jarislowsky received an honorary doctorate of laws.

WELLBEING WEEK – From October 20 through 24, TMU held its fourth annual Wellbeing Week. Events took place across campus to celebrate, promote, and protect the wellbeing of TMU’s diverse community. In keeping with this year’s theme, “Building a Better Tomorrow,” many events focused on shaping a healthier future through collective care and by reimagining wellbeing as a shared responsibility. Highlights included the keynote address on the topic by novelist and psychotherapist Farzana Doctor; a fireside chat with Iben Sandahl, author of *The Danish Way of Parenting*, called “Raising Children for a Kinder, Stronger World”; a community services fair for off-campus organizations that promote student wellbeing, belonging, and success; and a teaching session led by Joanne Dallaire, Elder (Ke Shay Hayo) and senior advisor, Indigenous relations and reconciliation, about “Cultivating relationships and wellbeing to build a better tomorrow.” Workshops and peer support sessions brought together members of various community groups, and throughout the week, the Recreation and Athletic Centre offered free access to faculty and staff.

GLOBAL AI SUMMIT – From October 27 through 29, TMU partnered with Times Higher Education (THE) to host the inaugural Global AI Summit—a series of talks, discussions, and networking sessions with the theme “Balancing innovation with social responsibility.” The event brought together leaders from academia, industry, and policy from over 80 organizations and 15 countries across North America, Asia, Europe, and the Middle East. Speakers focused on three agenda themes: AI Infrastructure, Security, and Future Readiness; AI in Learning, Teaching, and SRC Activities; and Responsible AI. The event was co-hosted by Roberta Iannacito-Provenzano and Vice-President, Administration and Operations Saeed Zolfaghari and featured eight speakers from TMU.

FEDERAL FUNDING FOR SCHOOL OF MEDICINE – On November 4, the federal government tabled a budget that includes \$25M of funding for the School of Medicine. The budget specifies that the funding will be for “the construction of a new student building at TMU’s Brampton campus and to establish primary care teaching clinics in surrounding communities.” The funding builds on the foundation that the Government of Ontario has helped to establish with its own support; it reflects ongoing collaboration between all levels of government to improve access to care and expand medical education, and to support TMU’s community-based, access-driven, and innovation-focused model of healthcare education.

EXTERNAL REVIEWER FOR SECURITY INCIDENT – On November 4, TMU announced that Mary Lou Benotto will be engaged as the independent external reviewer for the security incident that took place at George Vari Engineering and Computing Centre during a Dais Democracy Forum event on September 19. Benotto served for 28 years on the bench—including 18 years on the Superior Court of Ontario—before retiring in 2024 from the Court of Appeal for Ontario, where she had been the longtime chair of the Family Law Rules Committee. Benotto will undertake a thorough, judicious review of the security incident, focusing on the actions of security personnel, the disruption caused by the incident, and the policies, procedures, and practices TMU has established for on-campus events. She will submit a report and recommendations to Saeed Zolfaghari, who oversees TMU’s Community Safety and Security (CSS) portfolio; it will be made public at the conclusion of the review.

from the President's Calendar

- September 9, 2025:* Over dinner, Vice-President, University Advancement and Alumni Relations Krishan Mehta and I met with Walter Schroeder (Honorary DLaws '25), co-founder of the Schroeder Foundation, and Alexander Vaccari, chief communications officer and vice president of stakeholder relations at the Schroeder Ambulatory Centre (SAC), to continue our discussion about expanding our collaboration on healthcare education.
- September 10, 2025:* I hosted John McCall MacBain, founder of the McCall MacBain Foundation, as well as two representatives of Cedar Podium—Bernard Luttmer, CEO, and Oskar Johansson, managing director and head of acquisitions—for a tour of the School of Medicine, followed by a signing of our agreement with Cedar Podium to construct a residence on Bond Street. Joining us were SoM Chief Administrative Officer Sharanjeet Kaur, Executive Director of SoM Advancement Jessica Kovacs, Saeed Zolfaghari, and Krishan Mehta.
- September 12, 2025:* During a virtual orientation session for new members of the Board of Governors, I was pleased to welcome new members of the Board to the university and thank them for taking on their new roles.
- September 12, 2025:* At the Pwaaganigaawin / Pow Wow (please see above under “Events and Initiatives”), I was pleased to give welcoming remarks thanking the Indigenous community at TMU for creating a space to celebrate Indigenous culture and build relationships.
- September 12, 2025:* I met with Rod Godfrey, president and CEO of mental healthcare platform Keel Digital Solutions, to discuss expanding our collaboration in the area of mental health support.
- September 15, 2025:* Assistant Vice-President, University Relations Michael Forbes and I met with Anita McMaster, corporate donor relations manager at United Way Greater Toronto, to discuss TMU's support for the charity.
- September 15, 2025:* I met with Neil Seeman, author, data entrepreneur, and senior fellow at the Institute of Health Policy, Management and Evaluation at the University of Toronto, to discuss potential collaboration on entrepreneurship education.
- September 16, 2025:* At Toronto's Google headquarters, I attended the launch of the AI Powered Futures program (please see above under “Partnerships”), at which Mayor Olivia Chow gave remarks about the importance of AI upskilling and adoption to Toronto's economic action plan.
- September 16, 2025:* I attended the Empire Club of Canada event “Toronto the Better: Jordan Bitove Presents the 2025 City Report Card,” at which Giles Gherson, president and CEO of the Toronto Region Board of Trade, moderated a panel discussion featuring Heather McDonald, president & CEO of United Way Greater Toronto, and Ana Serrano, president of OCAD University, following the keynote presentation by Jordan Bitove, publisher of the Toronto Star.
- September 17, 2025:* I was pleased to attend the SoM launch celebration event for the University Relations team, and to deliver remarks thanking team members for their creativity, hard work, professionalism, and passion in telling the story of why this school matters and highlighting what it will mean for the future of health care in Ontario.
- September 17, 2025:* I had an introductory meeting with the new student members of the Board of Governors to welcome them to the Board and discuss their new roles.
- September 18, 2025:* I attended a regular online roundtable meeting of Council of Ontario Universities (COU) executive heads.
- September 19, 2025:* I met online with Nader El Nakib, head of partnerships—Canada at the Office of the United Nations High Commissioner for Refugees, to discuss potential collaboration.

September 19, 2025: I was interviewed by business reporter Irene Galea about the passing of Nadir Mohamed, for a story that ran the same day in the Globe and Mail.

September 19, 2025: I was interviewed by David Reevely, Ottawa correspondent for business news website The Logic, about the passing of Nadir Mohamed.

September 20, 2025: At the Alumni Reunion Day Anniversary Reception, I was pleased to give remarks celebrating the strength of TMU's alumni community and the impact of our alumni across Canada and beyond.

September 22, 2025: In Brampton, I hosted a tour of the SoM for Mary Ng, former MP (Markham—Thornhill) and minister of export promotion, international trade and economic development.

September 23, 2025: As a member, I attended a regular online meeting of the Universities Canada Governance Committee.

September 23, 2025: Over dinner, I met with Alexandra Gillespie, vice-president and principal of University of Toronto Mississauga (UTM), and Deborah Brown, chief administrative officer at UTM, to discuss TMU's work in Peel region and find areas of alignment between our institutions.

September 24, 2025: I filmed remarks for a video tribute to Nadir Mohamed produced by Rogers Communications that was shown at the reception following Nadir's funeral.

September 25, 2025: In Vancouver, I attended the funeral ceremony for Nadir Mohamed.

September 26, 2025: In Brampton, together with Krishan Mehta and Sharanjeet Kaur, I hosted a tour of the SoM for representatives of Primont Homes – President Joe Montesano (BAA Urban and Regional Planning '92) and vice-presidents Charles and Lore Attardo. We continued our discussion about potential opportunities for collaboration.

September 27, 2025: I attended the Ontario Universities Fair at the Metro Toronto Convention Centre to support our dedicated staff and faculty.

September 29, 2025: I met with Frank Martino, president and CEO of William Osler Health System, to discuss the progress of our ongoing collaboration on healthcare education at the SoM.

September 30, 2025: In support of TMU's Orange Shirt Day programming, I participated in the crafting session for mini-Orange Shirt Day flags (please see above under "Events and Initiatives").

September 30, 2025: I recorded remarks about Nadir Mohamed for a tribute video that was played at the awarding of his posthumous honorary doctorate during the fall convocation ceremony.

September 30, 2025: Chief of Staff and Executive Director, Government Relations Matthew Baker and I met with Kent Emerson, CEO of the Empire Club of Canada, to discuss potential collaboration involving the Empire Club Foundation's youth mentorship programs.

October 1, 2025: Over lunch, I met with Heather Munroe-Blum, principal and vice-chancellor emerita of McGill University, to update her on progress at TMU.

October 1, 2025: Together with Teresa Chan and Roberta Iannacito-Provenzano, I welcomed to campus a delegation from the University of Waikato in New Zealand led by Vice Chancellor Neil Quigley. The University of Waikato is working towards launching the New Zealand Graduate School of Medicine, and I was pleased to deliver brief remarks on the importance of building relationships between institutions that are committed to a more inclusive future for healthcare.

October 2, 2025: I was pleased to host a lunch in honour of Praveer Sinha, CEO and managing director of Indian power utility company Tata Power, ahead of his lecture at the Centre for Urban Innovation (CUI). I gave welcoming remarks celebrating the research partnership between Tata Power and the CUI and the power of collaborations between universities and industry leaders to drive innovation and progress.

October 3, 2025: In Montreal, I was honoured to participate in the presentation of an honorary doctorate to Stephen A. Jarislowsky and deliver opening remarks celebrating his inspiring commitment to civic engagement and democratic resiliency as well as his personal warmth and generous support of TMU.

October 6, 2025: Together with Chancellor Donette Chin-Loy Chang, Roberta Iannacito-Provenzano, and Krishan Mehta, I attended the 46th Annual Business/Arts Award Celebration, at which Richard Rooney (honorary DLaws '24) and his wife, Laura Dinner, received the 2025 Edmund C. Bovey Award in recognition of their support of the arts in Canada.

October 8, 2025: I met online with Gerard Kennedy, CEO of Enterprising for Good, former CEO of Alpha Healthcare Group, former MP (Parkdale–High Park), former MPP (Parkdale–High Park) and provincial minister of education, and former distinguished visiting professor at the Ted Rogers School of Business, to update him on the SoM and discuss potential collaboration in the area of medical lab testing.

October 9, 2025: I met with the presidential search committee to offer my thoughts on the president's role at TMU, in terms of the strategic context and priorities for the next five years, and on the attributes that will be important for the next leader to possess.

October 9, 2025: At the SoM, I attended a celebration event marking the launch of the Foundation for Black Communities' Black Medical Student Bursary (please see above, under "Events and Initiatives). I was pleased to deliver remarks thanking the foundation for their partnership and generosity with this gift, which will help break barriers and build opportunities for future Black physicians.

October 14, 2025: I attended the Empire Club of Canada event "Delivering Our Plan to Protect Ontario," at which Premier Doug Ford delivered a keynote speech, ahead of the return of the provincial legislature, about his government's next steps with respect to issues such as interprovincial and international trade.

October 14, 2025: I was pleased to provide opening and closing remarks at TMU's announcement of the Bond Street student residence, which will be built in partnership with Cedar Podium. I highlighted the positive impact of living in residence on students' success and thanked John McCall MacBain and Bernard Luttmmer for their strategic partnership.

October 14, 2025: I attended a dinner with John McCall MacBain to celebrate the partnership between TMU and Cedar Podium.

October 15, 2025: Over breakfast in Mississauga, I met with Karli Farrow, president and CEO of Trillium Health Partners (THP), to discuss the progress of THP's partnership with the SoM.

October 15, 2025: In Brampton, together with Sharanjeet Kaur and Anatomy and Simulation Labs Director Gurmeet Lall, I hosted a tour of the SoM for MPP Charmaine Williams (Brampton Centre), associate minister of women's social and economic opportunity.

October 16, 2025: I participated in the fall convocation ceremony for the Faculty of Science, the Ted Rogers School of Management, the Lincoln Alexander School of Law, and the Yeates School of Graduate and Postdoctoral Studies (YSGPS), at which Nadir Mohamed was posthumously awarded an honorary doctorate.

October 16, 2025: I participated in the fall convocation ceremony for the Faculty of Community Services, the Faculty of Engineering and Architectural Science, and The G. Raymond Chang School of Continuing Education.

October 16, 2025: I attended a celebration of life reception for Nadir Mohamed organized by Rogers Communications.

October 17, 2025: I participated in the fall convocation ceremony for the Faculty of Arts, The Creative School, and YSGPS, at which Mavis Staines was awarded an honorary doctorate.

October 23, 2025: I attended a regular roundtable meeting of COU executive heads at the COU office.

October 23, 2025: I attended a regular meeting of the COU council.

October 23, 2025: For a video being made by NORR Architects in preparation for the Schroeder Ambulatory Centre (SAC) Gala on November 26th, I recorded video remarks about the partnership between the SAC and TMU, which is reimagining how the academic and healthcare sectors can work together to provide community-based care models that meet growing demands and sustainability challenges.

October 23, 2025: At the Alumni Achievement Awards, I was pleased to give welcoming remarks congratulating the recipients on their achievements and celebrating the power of education to change lives and the society in which we live.

October 24, 2025: In Brampton, together with Sharanjeet Kaur, Jessica Kovacs, and Krishan Mehta, I led a tour of the SoM for representatives of real estate company Morguard Corporation—Angela Sahi, president and chief operating officer, and David Wyatt, senior vice-president, retail, of Morguard Investments Limited. Together, we discussed the possibility of a partnership between Morguard and TMU related to healthcare education.

October 27, 2025: I attended the opening reception of the THE Global AI Summit (please see above, under “Events and Initiatives”).

Oct. 28, 2025: At the THE Global AI Summit, I gave remarks welcoming attendees and reiterating TMU’s commitment to implementing and exploring AI in ethical, human-centred ways, and to helping other industries and sectors do the same.

October 28, 2025: I had an introductory meeting with Malcolm Butler, the new president and CEO of the Higher Education Quality Council of Ontario, to discuss TMU’s priorities.

October 28, 2025: For the Magnet Network Live show, a filmed series produced by Magnet and designed to bring Canadian perspectives on the future of work to a broad public audience, I recorded a video interview showcasing TMU’s contributions to the future of work and learning in Canada through fostering lifelong learning, helping to close skills gaps, and aligning education with labour market needs.

October 29, 2025: I had an introductory meeting with Mary Lou Benotto ahead of the beginning of her work as external reviewer (please see above under “Events and Initiatives”).

October 29, 2025: Over lunch, I met with Jack Cockwell, director and former president and CEO of Brookfield Asset Management Inc. and former TMU Board vice-chair, and Brigitte Chang, president of the Raymond Chang Foundation, to update them on TMU’s healthcare-related activities.

October 29, 2025: I attended the closing reception of the THE Global AI Summit, held in the George Vari Engineering and Computing Centre.

October 29, 2025: I attended an executive dinner co-hosted by the Coordinated Accessible National (CAN) Health Network and Ernst & Young (EY) Canada. It gathered leaders from health care, business, and innovation to discuss the theme “leading the new health care economy.”

October 30, 2025: At the annual DMZ Black Innovation Summit, along with Matthew Baker, Donette Chin-Loy Chang, and Roberta Iannacito-Provenzano, and DMZ Executive Director and DMZ Ventures CEO Abdullah Snobar, I welcomed MPP Graham McGregor (Brampton North), minister of citizenship and multiculturalism, and thanked him for his and his ministry’s support of the initiative.

October 30, 2025: I attended the 42nd annual gala dinner hosted by the Canada Arab Business Council, a non-profit that promotes trade and investment between Canada and the Arab world.

1. Fall 2025 Convocation and Chancellor Installation and Honorary Doctorate Ceremonies

Fall Convocation and the Honorary Doctorate ceremonies were held on October 16 and 17, 2025, at the Mattamy Athletic Centre. Board Members C. Paisley and S. Akhlaghi joined the stage party and congratulated the graduates. Mavis Staines, an Honorary Doctorate recipient, was honoured at the convocation ceremony on October 17, 2025. Honorary Doctorate recipient, Stephen A. Jarislowsky, was honoured in a special ceremony in his home city of Montreal on October 3, 2025. An honorary degree was presented posthumously to the wife of Nadir Mohamed, Honorary Board member, during the convocation ceremony on October 16, 2025.

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

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

The Fall 2025 Board of Governors Leadership Award and Medal winner is Christopher Randall, Environmental Applied Science and Management (MASc), who exemplifies the qualities honoured by this award. Christopher combined academic excellence with exceptional leadership, governance, and student advocacy across six (6) years of undergraduate and graduate study. He consistently demonstrated a commitment to advancing student well-being, sustainability, and academic excellence, leaving a lasting legacy at the university. As a graduate student senator, he advanced equity, sustainability, and student well-being, while his roles in Housing and Residence Life fostered inclusive, supportive communities. Christopher spearheaded sustainability initiatives, including the Eco-Move Out program and Waste Management Fair, and co-organized the BIPOC Sustainability Changemaker Series. His vision, dedication, and impact exemplified excellence in leadership, and his academic excellence is reflected in both his published and co-authored scholarly work, multiple national scholarships, and innovative thesis research.

Thank you to members of the selection committee.

3. Lincoln Alexander Law Students' Society Fee Referendum 2025

The Election Procedures Committee met on November 19, 2025, to confirm the results of the Lincoln Alexander Law Students' Society Fee referendum. T. Langlois, the Returning Officer for the 2025-26 year, advised that the Lincoln Alexander Law Students' Society Fee referendum passed with a vote of 256 for yes and 31 for no. The Election Procedures Committee approved the results of the Lincoln Alexander Law Students' Society Fee referendum.

4. Board of Governors Elections 2026

The Election Procedures Committee approved the dates for the 2026 Board of Governors Elections. The nomination period for the Administrative Staff, Faculty, Alumni, and Student Board of Governors elections is from February 2 to 10, 2026. The voting period for the Administrative Staff, Faculty, and Student Board of Governors elections is from March 2 to 5, 2026. The voting period for the Alumni election is from June 1 to 15, 2026, due to the need for a longer campaign period.

5. Governance Essentials Training

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

Sexual Violence Policy and Process: Thank you to Toni De Mello, Vice-President, Equity and Community Inclusion; Jen McMillen, Vice-Provost, Students; Erin Hallock, Director, Human Rights Services; and Marcia Boniferno, Director, Student Care and Sexual Violence Support for providing the Sexual Violence Policy and Process session on November 12, 2025. Board members learned about the background and legislative requirements of the policy; what sexual violence is; how it manifests itself on campus; and the broad educational training and trauma-informed and procedurally fair complaint resolution process that is being implemented to ensure the safety of faculty staff and students.

The upcoming sessions are as follows:

Research and Innovation

December 4, 2025 - 1:00 p.m. to 2:00 p.m.

Introduction to Performance Measurement at Toronto Metropolitan University

January 20, 2026 - 1:00 p.m. to 2:00 p.m.

Financial Literacy Module 2

February 11, 2026 - 1:00 p.m. to 2:30 p.m.

6. Council of Ontario University Secretaries Annual Conference

Members of the Board Secretariat team attended the Council of Ontario University Secretaries (“COUS”) Annual Conference on November 21, 2025. The COUS Annual Conference for Governance Professionals provides a forum to discuss governance best practices and challenges.

**Toronto Metropolitan University Board of Governors
Report from the Provost and Vice-President, Academic
November 25, 2025**



BOARD GREETINGS – Thus far in Fall 2025, TMU’s dedication to excellence and innovation has given rise to new developments, including innovative programs, thoughtful redesign of campus spaces and bold partnerships with institutions in other countries. This has enabled us to build on the strong foundation of our new medical school.

School of Medicine (SoM) Updates

As of early October, the SoM had appointed 600 part-time clinical faculty members, drawn from 1,180 applications. Recruitment efforts are continuing in order to construct the strongest possible network of clinician educators to support the MD program and related academic initiatives.

Clinical faculty are being invited to contribute their expertise across a wide range of areas, including primary care, population health, health and privacy law, clinical and biomedical sciences, and artificial intelligence.

Clinical faculty are also being engaged in the admission process for the 2026 MD cycle. Volunteer reviewers are being recruited to contribute to the selection of the program’s second cohort by supporting the file review and interview stages.

Expanding Our Global Reach

TMU Global is developing partnership models with international universities for new dual degrees and program articulations at both the undergraduate and graduate levels. Partnerships in current development include degrees in finance and economics (with the Université Marie et Louis Pasteur in France and the North China University of Technology), dual engineering degrees (with Ghent University in Belgium, NIT in India and the Beijing University of Civil Engineering in Architecture in China), and a degree in business technology management (with NSBM in Sri Lanka).

The Ted Rogers School of Management (TRSM) has signed an agreement with Dongbei University of Finance and Economics in China focusing on research cooperation to support research projects, applications for research agreements, faculty visits and exchanges, and student training and development.

In Winter 2026, the English Language Institute will welcome over 200 South Korean students for the English Immersion and Leadership Program, which offers a curriculum based on the United Nations' Sustainable Development Goals.

Innovative New Courses and Programs

In Fall 2026, the Department of Computer Science will welcome the first cohort of students in the Bachelor of Science in Cyber Science program, the first of its kind in Canada. Responding to the rising demand for cybersecurity professionals, the program will equip graduates with a comprehensive understanding of cybersecurity issues and solutions by integrating fields such as technology, business, law and ethics, and offering experiential learning opportunities through Rogers Cybersecure Catalyst's Cyber Range.

Also launching in Fall 2026, in the Faculty of Community Services, the Advanced Entry Nursing program will allow students with academic prerequisites to complete a Bachelor of Science in Nursing degree in under two years.

The Centre for Excellence in Learning & Teaching (CELT) has made available the Certificate in Instructional Excellence (CIE) for contract lecturers at TMU. Modules include an introduction to teaching at TMU, instruction on effective lesson design, a comprehensive guide to managing the use of generative artificial intelligence in the classroom and an overview of inclusive teaching strategies.

This fall, the Executive and Corporate Education unit at TRSM launched the Ted Rogers Academy of Sales Excellence (TRASE) to strengthen skills among sales professionals at Rogers Communications. The year-long program features in-person and online components and offers two streams: one for sales professionals and the second for sales leaders. Between them, they are hosting 60 students from across Canada in the inaugural cohort.

Appointments

Graham Hudson will serve as Interim Dean of the Lincoln Alexander School of Law and Andrew McWilliams will serve as Interim Dean of the Faculty of Science, both effective January 1, 2026. Each brings deep institutional knowledge, strong academic leadership, and a commitment to advancing their faculty's strategic priorities.

Reimagining Our Campus Spaces

On September 15, the Recreation & Athletic Centre (RAC) opened a new social and study space: the Welcome Lounge, adjacent to the RAC's active spaces. Already full on a daily basis, the lounge features a mix of new and reused furniture sourced from TMU's Furniture Rehome Program and lowers barriers for students who might not otherwise visit TMU's recreation facilities.

The Image Centre has a new mural on its façade. Replacing the old mural of famous Canadian faces is a series of frames from 19th-century photographer Eadweard Muybridge's seminal project *Animal Locomotion*. The images show how, through high-speed photography, Muybridge proved that running horses regularly had all four hooves in the air at once. The building is shared with Image Arts in The Creative School, and the nexus of still and moving images, which gestures to Muybridge's inspiring persistence in developing his innovative technique, are meant to spark curiosity in students and community members.

CONGRATULATIONS

Farhan Asrar, associate dean of clinical faculty relations at the SoM, has received the 2025 Innovator Award from the Ontario Medical Association. The annual award recognizes contributions to making "the lives of Ontario's doctors better" through innovations that are "truly exceptional and transformative."

The *Real Estate Management Program* in TRSM has placed #1 in Canada for the fourth year in a row in the Real Estate Academic Leadership rankings of institutions' contributions to research in the discipline. This year's rankings cover the five-year span from 2020 through 2024, tracking publications by researchers in three prestigious academic journals: *The Journal of Real Estate Finance and Economics*, *The Journal of Real Estate Research* and *Real Estate Economics*. TRSM's program placed 27th in the world, beating programs from institutions such as Harvard University and the University of Pennsylvania.

RANKINGS AND GLOBAL RECOGNITION

TMU continues to earn strong recognition nationally and internationally. Last month, Maclean's named TMU Canada's top comprehensive university for Student Services.

On Shanghai Rankings, TMU has been ranked in the top 500 in 16 subjects this year, up from 12 last year. We have moved up or into the rankings in nine subjects and retained our position in five. The Engineering results are particularly strong, including placing among the top 150 in mechanical and telecommunication engineering and transportation science. Other noteworthy results include Sociology, with TMU placing in the top 150, Communication, placing in the top 200, and the new Artificial Intelligence category, placing in the top 400.

Additionally, TMU has moved up to 334 from 383 in the world on the QS Sustainability Rankings. Of particular note was our placement of 64th in the world and top 10 in Canada on contributions towards equality. This covers gender equality and reducing discrimination based on other personal characteristics such as sexual orientation, disability, race and wealth.

EVENTS AND INITIATIVES

GLOBAL AI SUMMIT 2025 – On October 27-29, TMU partnered with Times Higher Education to co-host a Global AI Summit, exploring the theme *AI in Higher Education: Balancing Innovation with Social Responsibility*. The sold-out event drew over 350 delegates from more than 20 countries – positioning TMU among global leaders in ethical and responsible AI.

EMPOWERING WOMEN IN ACADEMIA – During Wellbeing Week in October, the Empowering Women in Academia series hosted a panel on menopause and health equity, featuring Dr. Natasha Rajah, Dr. April Khademi, and Primary Health Care Nurse Practitioner Juilett Saunders. The discussion explored the full menopause continuum and highlighted gaps in research, access to care, and equity, while emphasizing the importance of lived experience in shaping more inclusive health practices.

TIFF TALK AT TMU – On September 11, the Department of Language, Literatures and Cultures hosted Bolivian director, producer and writer Alvaro Olmos Torrico to discuss his feature film *La Hija Cóndor* (*The Condor Daughter*), which premiered at TIFF 25. Filmed in the Andes, the drama tells the story of a young midwife who is torn between her remote Indigenous Quechua community and her dreams of being a singer in the nearest city. The talk was part of an annual series that launched in 2012; organized by department chair Enriqueta Zafra, it encourages conversation in Spanish and English about Hispanic cinema and seeks to foster inspiration.

BRAMPTON VENTURE EXPO – On September 11, the Brampton Venture Zone (BVZ) hosted its fifth annual Brampton Venture Expo (BVX), at which TMU and the City of Brampton officially launched the renewal of our partnership on the BVZ for a further five years, as first announced in January in the City of Brampton's 2025 budget. Held at the Rose Theatre, the event attracted more than 1,200 attendees. It featured panels about healthcare innovation (as related to the SoM), MedTech (as related to the MedTech Task Force in Brampton) and emerging tech frontiers; a startup showcase; fireside chats with innovators; skill-building workshops; and interactive sessions for founders.

TIMBERFEVER – From September 11 through 14, the Faculty of Engineering and Architectural Science (FEAS) hosted the 11th annual TimberFever Design-Build Competition. Eighty undergraduate architecture and engineering students, together representing nine universities in Ontario, Quebec, Michigan and Rhode Island, competed across 16 teams to create timber structures that best exemplified the theme “Third Spaces”: places for social gathering outside of work and home. The structures were exhibited in the Pitman quad and judged by industry professionals. Team 5 – 20² (Twenty Squared) earned first place for their interactive sculpture designed for Toronto's Distillery District. The project features a modular timber grid that can be reconfigured into various accessible forms—from wheelchair-height surfaces to standing counters to a canopy roof. Built with simple joinery and repeatable parts, 20² emphasizes adaptability, affordability and community use, reflecting the Distillery District's transformation from industry to culture.

This year, a new Accessibility Award, inspired by TimberFever sponsor and accessibility charity StopGap, recognized inclusive, barrier-free design. As always, the event was presented by Moses Structural Engineering, and members of Carpenters' Local 27, along with TMU Workshop technicians, guided the construction.

THE WOMEN'S INNOVATION NETWORK (WIN) – On September 17, FEAS launched the inaugural cohort of the Women's Innovation Network (WIN), bringing together 20 undergraduate women-identifying students from across engineering programs for an evening focused on leadership development, self-reflection and community-building. Guest speaker Antoinette Ellis from ACE facilitated a workshop on courage and vulnerability, emphasizing the importance of authenticity and self-awareness in leadership. Students participated in a series of reflective exercises, including creating personal mood boards to explore their goals and values.

The session provided a space for open discussion about challenges faced by women in engineering, including navigating male-dominated environments, managing self-doubt and confronting imposter syndrome. Participant feedback highlighted the value of connecting with peers who share similar experiences and the opportunity to speak candidly about professional and personal growth. This event marked the beginning of a year-long program designed to foster confidence, leadership and innovation among women in engineering at FEAS.

MBA RESPONSIBLE LEADERSHIP CHALLENGE – On September 12, TRSM hosted the inaugural MBA Responsible Leadership Challenge, a case competition for first-year MBA students, who were asked to provide recommendations for building a culture of "human sustainability" in which employees can balance high performance with wellbeing and recovery. Forty-three students formed nine teams that developed presentations judged by faculty members, alumni and senior industry executives. The students competed for \$3,000 in prizes that were sponsored by Zabeen Hirji, former chief human resources officer at RBC and founder of the Purposeful Third Act movement, which seeks to "redefine aging as a period of great potential." The three top teams were also each given \$1,000 to donate to a not-for-profit organization. The competition took place at the head office of Deloitte, where Managing Partner, Purpose & Sustainability Sheri Penner gave a talk about her company's approach to ESG (environmental, social and governance) and sustainability.

WELLBEING CENTRAL WEBSITE – On September 17, TMU launched the website Wellbeing Central, a digital hub that provides a streamlined way of finding information about, and accessing, campus wellbeing resources. Designed with students in mind but relevant to faculty and staff as well, the website allows users to search directly for resources, browse by category (e.g., Social Connection & Community; Housing, Environment & Campus Navigation; Crisis & Community Resources) or use filters to find specific resources reflecting the user's affiliation (e.g., faculty, undergraduate), lived experience, or faculty/school. The site was built by the TMU Community Wellbeing team, using a holistic approach drawing on Indigenous perspectives of interconnectedness and after consultation with campus partners and community members.

STETHOSCOPE CEREMONY – On October 3, the SoM held its inaugural Stethoscope Ceremony. At this unique event, which replaces the traditional white coat ceremony at other medical schools, first-year students each formally received their first stethoscope, engraved with “Class of 2029.” In this setting, the stethoscope symbolizes listening and connection, and its presentation marked a formal welcome to the medical profession, while underlining the students’ responsibility to the communities they will one day serve.

OPEN ACCESS WEEK – For the 2025 Open Access Week, TMU Libraries hosted a talk by Mark Swartz, visiting program officer of open science at the Canadian Association of Research Libraries (CARL). The talk focused on the revised Tri-Agency Open Access Policy on Publications and its implications for researchers. In addition to his work at CARL, Swartz is the Scholarly Publishing Librarian at Queen’s University where he oversees the university’s Open Access journal publishing program, institutional repository and grant programs supporting open educational resources. His research focuses on the evolving role of libraries in supporting open publishing and protecting user rights under the Copyright Act.

Report from the Provost & Vice-President, Academic

Board of Governors Meeting
November 25, 2025

Roberta Iannacito-Provenzano

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Events and Engagement





Academic Plan Implementation



School of Medicine



THE Global AI Summit



Rankings and Global Recognition



Strategic Enrolment Management

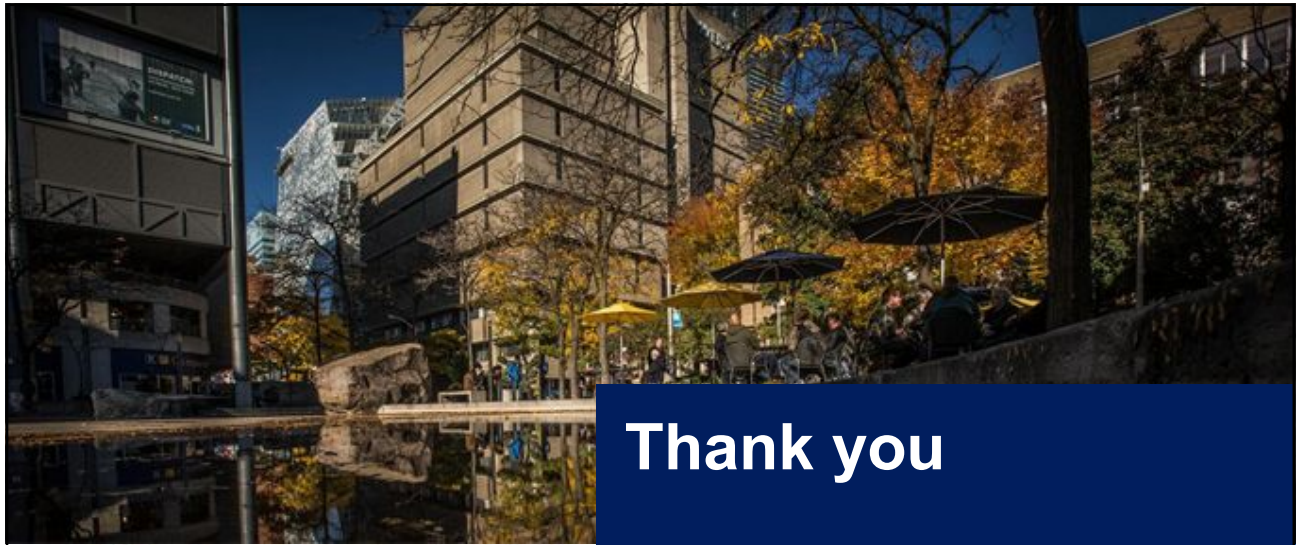
Appointments and Searches



Graham Hudson,
Interim Dean of the Lincoln
Alexander School of Law



Andrew McWilliams,
Interim Dean of the Faculty of Science



Thank you

Toronto
Metropolitan
University

**BOARD OF GOVERNORS
November 25, 2025**

AGENDA ITEM: 2024-2025 Sexual Violence Policy Report

STRATEGIC OBJECTIVES:

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

ACTION REQUIRED: Information

SUMMARY:

The 2024-2025 Sexual Violence Annual Report provides to the Board of Governors (the “Board”) of Toronto Metropolitan University (the “University”) information and statistics relating to sexual violence involving students during the 2024-2025 fiscal year.

BACKGROUND:

Effective July 1, 2019, the Ontario government requires that post-secondary institutions provide their Boards with an annual report on certain information and statistics regarding sexual violence, including supports, services and accommodations provided to students, and initiatives and programs undertaken by the University to promote awareness of sexual violence resources. It also includes a report on the number of complaints and incidents of sexual violence involving students at the University.

The attached report covers the period between May 1, 2024 to April 30, 2025. The annual report will be posted to the University’s website and submitted to the Ministry of Colleges and Universities. Previous years’ reports can be found on Diligent in the Board’s Resource Centre.

ATTACHMENT: Toronto Metropolitan University Sexual Violence Annual Report

COMMUNICATIONS STRATEGY: The report will be disseminated within the community and posted on the University’s website.

PREPARED BY:

Name: Marcia Boniferno, Director, Student Care and Sexual Violence Support

Erin Hallock, Director, Human Rights Services

Ahmed Ahmed, Strategic Advisor and Senior Resolution Officer, Human Rights Services

Date: November 17, 2025

APPROVED BY:

Name: Tanya De Mello, Vice-President, Equity and Community Inclusion

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

Saeed Zolfaghari, Vice-President, Administration and Operations

Date: November 17, 2025

Sexual Violence Annual Report

November 25, 2025
Board of Governors

Presented by Dr. Tanya (Toni) De Mello
Vice-President, Equity and Community Inclusion

Also on behalf of joint policy owners:

Dr. Roberta Iannacito-Provenzano
Provost and Vice-President, Academic

Dr. Saeed Zolfaghari
Vice-President, Administration and Operations



Ministry of Training, Colleges and Universities Act

Requires that every college or university provide its Board of Governors with an annual report setting out the following:

| Part 1 | Part 2 | Part 3 | Part 4 |
|--|---|--|--|
| The number of times supports, services and accommodation relating to sexual violence are requested and obtained by students, and information about the supports, services and accommodation. | Any initiatives and programs established to promote awareness of the supports and services available to students. | The number of incidents and complaints of sexual violence reported by students, and information about such incidents and complaints. | The implementation and effectiveness of the <i>Sexual Violence Policy</i> (SVP). |

Part 1: Supports, services and accommodations

- The **Office of the Vice Provost, Students**, through **Consent Comes First** and the **Office of Student Care**, works closely with survivors, complainants and respondents to provide support, services and accommodation from a trauma-informed approach.
- **Consent Comes First (CCF)** provides support to students impacted by sexual and gender-based violence, while the **Office of Student Care** supports student respondents who are alleged or determined to have caused harm under the SVP. This office works from a support, accountability and education framework to prevent sexual violence by supporting and holding accountable those students who cause harm in the TMU community.

Part 1: Supports, services and accommodations

Table 1: Number of students who requested and obtained supports from May 1, 2024 to April 30, 2025.

| | Number of students who made requests | Supports requested and obtained | Services requested and obtained | Accommodation requested and obtained |
|-------------|--------------------------------------|---------------------------------|---------------------------------|--------------------------------------|
| Survivors | 203 | 1225 | 34 | 181 |
| Respondents | 29 | 124 | 26 | 28 |
| Total | 232 | 1349 | 60 | 209 |



Part 2: Initiatives and Programs for All

Consent Comes First leads consent education and works with campus partners to provide trauma-informed, healing-centred, equity-based education with four main learning goals: understanding community care; communication; empathy; and leadership.

Consent Comes First offered *consent, bystander intervention* and *receiving disclosures with care* training to a wide variety of students and stakeholder groups in the 2024-2025 academic year, including but not limited to:

- all incoming residence students; all residence student/staff
- student orientation leaders; student group/government leaders
- supervisors and student staff in the Career Boost program
- all varsity athletes and coaches
- faculty and staff leaders in the Ted Rogers School of Management (TRSM), Faculty of Community Services (FCS), Faculty of Arts (FOA)

Consent Comes First Programming Highlights

For the whole TMU community:

- **CCF Book Collection: Resilience in Words: Books to Educate, Empower, and Heal:** In collaboration with TMU library services, CCF offered a curated book collection for the TMU community to deepen their knowledge and awareness about sexual violence and gender based violence across intersections of identities, time and locations.
- **TMU's 16 Days of Activism Against Gender-Based Violence and the National Day of Remembrance and Action on Violence Against Women Memorial:** CCF hosted activities including a panel with student voices for last year's memorial gathering.
- **Social media presence:** CCF maintained a vibrant social media presence to share psychoeducational infographics inspired by student feedback including Instagram posts which reached 4,848 followers on topics such as consent education, online dating safety, and support for diverse groups of survivors.



Consent Comes First Programming Highlights

For TMU students:

- **Mindfulness and Social Justice with Sarah Lefebure:** Through the lens of social justice and mindfulness, participants imagined a holistic mental health approach that recognizes the impacts of systemic oppressions.
- **In Bloom: the Art of Healing with Rabia Chodhury:** The session explored the transformative role that the arts play in healing - through storytelling and creative expression, art provides a vital outlet for those navigating the challenges of harm alongside multiple marginalized identities.
- **Consent Awareness Week:** CCF alongside a coalition of other Ontario universities hosted events in the fall and winter semesters including craftersnoons and a workshop on healing and intimacy after harm.



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Part 2: Initiatives and Programs for Respondents

The Office of Student Care provides coaching and support to students who have been accused and/or found to have caused harm in breach of the SVP (referred to as respondents).

Human Rights Services provides one-on-one accountability training for student respondents to support understanding of their responsibilities under the SVP.

Centre for Student Development and Counselling (CSDC) engages in accountability counselling with student respondents to explore important topics around accountability and impact.

Accountability training and/or counselling may be introduced in a complaint resolution process as follows:

- part of a voluntary alternative resolution
- imposed as an accountability measure imposed following an investigation and decision

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Part 3: Number of incidents and complaints

Human Rights Services

- Works with the TMU community to **prevent and address discrimination, harassment and sexual violence** throughout university learning, working and living environments
- Provides **proactive consultations and advice**, and **education and training**
- Manages the university's **free and confidential** complaint resolution process under the *Discrimination and Harassment Policy* and *Sexual Violence Policy*



consultations

education and training

complaint resolution

early intervention

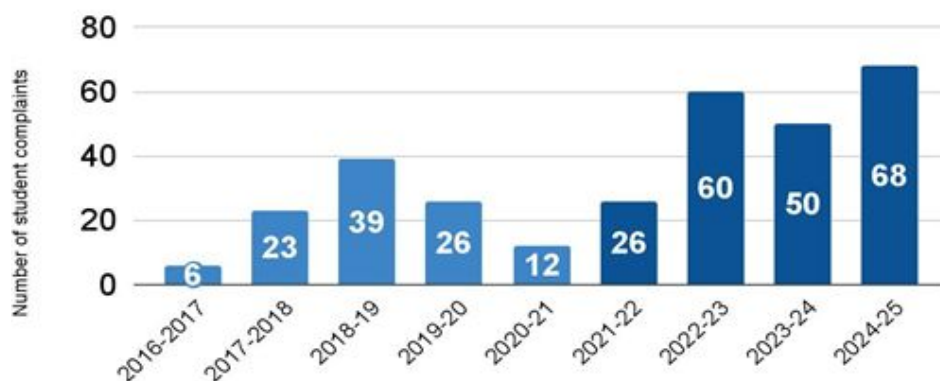
alternative resolution

investigation

9

Part 3: Number of incidents and complaints

Year-Over-Year Student Complaints of Sexual Violence reported to Human Rights Services



*Dark blue bars represent counting of only new complaints received each year

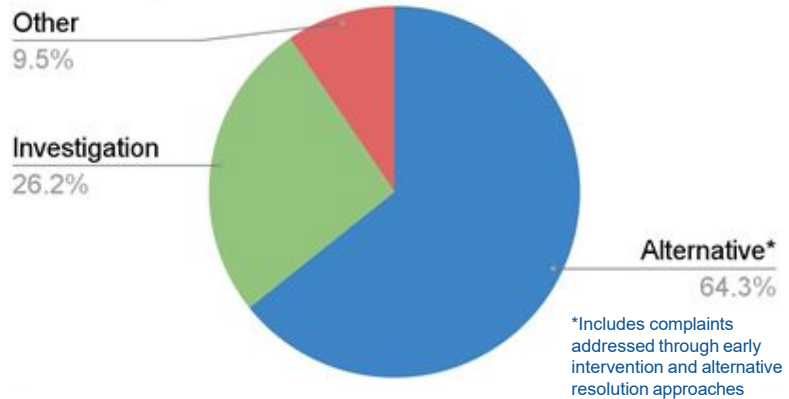
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Part 3: Number of incidents and complaints

May 1, 2024 to April 30, 2025

| | |
|---|----------|
| Total Number of Student Complaints of Sexual Violence received by Human Rights Services | 68 |
| Number of Student Complaints that moved forward in the complaint resolution process under the SVP | 42 of 68 |

Methods of Resolution of Student Complaints of Sexual Violence by Human Rights Services

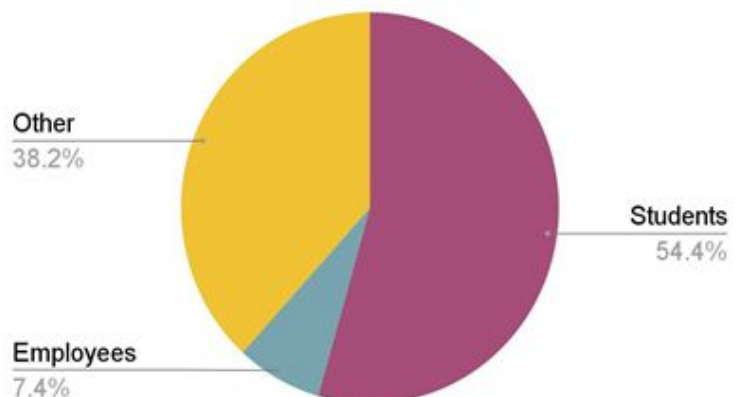


Student sexual violence complaints between May 1, 2024 and April 30, 2025

The majority of student complaints of sexual violence involve other students.

A number of students involved in complaints also work as student staff at the university.

Who is accused of sexual violence involving students?

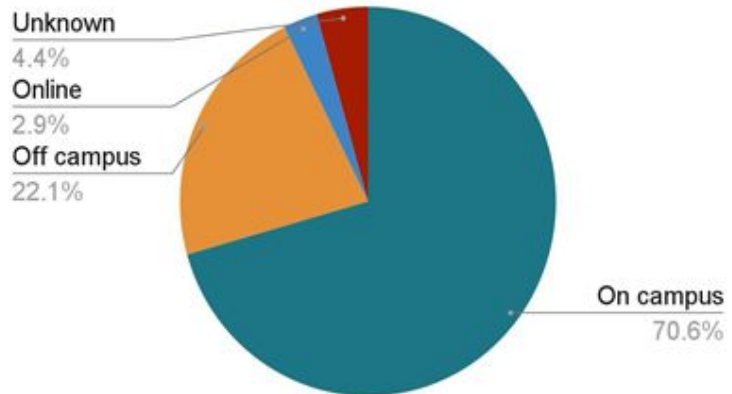


Student sexual violence complaints between May 1, 2024 and April 30, 2025

The majority of complaints of sexual violence involving students are alleged to have occurred on campus.

Continued online and off campus incidents underscore the hybrid nature of student interactions and the continued importance of jurisdictional clarity.

Where is sexual violence involving students occurring?



Part 4: Implementation of the Sexual Violence Policy



Increased Reporting: Human Rights Services received 36% more complaints involving students compared to 2023/24, which we believe reflects increased knowledge, understanding and trust in the policy and complaint resolution process



Increased Alternative Resolution: Human Rights Services addressed nearly two-thirds (64%) of complaints involving students through early intervention or alternative resolution approaches

Questions and Discussion

An aerial photograph of the Toronto skyline at sunset. The sun is low on the horizon, casting a warm orange and yellow glow over the city. The CN Tower is prominent on the left side of the frame. The city is densely packed with various buildings, and the water of Lake Ontario is visible in the distance.

Toronto Metropolitan University Sexual Violence Annual Report

*Reporting Period
May 1, 2024 to April 30, 2025*

Submitted to the Board of Governors
November 25, 2025

**Toronto
Metropolitan
University**

Introduction

During the May 1, 2024 and April 30, 2025 reporting period, Toronto Metropolitan University (TMU) continued its commitment to preventing and addressing sexual violence in all its forms. The university offered **robust** supports to students who experienced harm and those who caused harm as well as **vibrant** educational programming that reflects the varying needs and priorities of our diverse community.

Of particular note this year is the highly **collaborative** nature of TMU's support offerings and educational programming. Supports are offered to students through fluid and timely communication between TMU's offices of Consent Comes First (CCF), Student Care, Centre for Student Development and Counselling (CSDC) and Community Safety and Security (Security). Educational programming for students is led by CCF with input from other campus partners and it is both **innovative** and **responsive** to real-time/real-life needs of students, including sessions on mindfulness and intimacy after harm as well as the development of student-created stickers and t-shirts to highlight the message "you are not alone".

Throughout the reporting period, Human Rights Services (HRS) also continued to implement the university's **trauma-informed** and **procedurally fair** complaint resolution process to respond to reported incidents of sexual and gender-based violence under the [Sexual Violence Policy](#) (SVP). This year HRS specially focused on building **trust** and **understanding** of the policy and the shared responsibility of all community members to report potential incidents of sexual violence. HRS also addressed complaints in a variety of ways with an emphasis on the use of early intervention, alternative resolution and restorative justice-based approaches.

Overall, TMU remains **committed** to preventing and addressing sexual violence in all its forms with collaborative and innovative supports, education and complaint resolution processes with the goal of fostering a culture of consent and building safe and secure university environments that are free of sexual violence.

Background

TMU introduced its SVP in June 2015. In 2016, amendments to the SVP were made by the university to comply with the Ontario government's legislative requirements under the *Sexual Violence and Harassment Action Plan Act* (Bill 132), which amended the *Ministry of Training, Colleges and Universities Act*.

In 2019, 2021 and 2023/24, following consultations with the university community and specifically focusing on students, the SVP was reviewed and revised to comply with further legislative amendments and approved by the Board of Governors. Each review has strengthened the policy and it has been refined to enhance the use of plain language and provide clearer articulation of the definitions of sexual violence and consent. The SVP has also adopted ongoing improvements to the procedures by which the university provides trauma-informed and procedurally fair complaint resolution processes.

As outlined in the SVP, several offices work in collaboration to support TMU to prevent and address sexual violence on campus.

CCF works with and supports TMU students affected by sexual violence. The office delivers intensive case management services to student survivors as well as education and awareness activities in collaboration with campus partners. In 2024-2025, CCF had two full-time Sexual Violence Specialists; a Sexual Violence Specialist specifically focused on Education; an Associate Director, Sexual Violence Support; and a Director with oversight over both CCF and the Office of Student Care.

The Office of Student Care offers support to TMU students in distress and causing disruptions at the university including student respondents who are alleged and/or determined to have caused harm under the SVP. The office works from a support, accountability and education framework to prevent sexual violence by supporting and holding accountable those students who cause harm in the TMU community. In 2024-2025, this office consisted of a Student Conduct Officer; three Coordinators; Student Case Management; an Associate Director, Student Care; and a Director with oversight over both CCF and Student Care.

Workplace Wellbeing Services (WWS) works to help create a culture where all employees can bring their whole selves to work. They provide information, guidance and support to leaders and employees related to workplace accommodation. They also provide trauma-informed support for TMU staff and faculty affected by sexual violence and other forms of gender-based violence.

HRS in the Office of the Vice-President, Equity and Community Inclusion (OVPECI) manages the complaint resolution process under the university's SVP, including fielding inquiries and providing consultations about the application of the policy, and facilitating early interventions, alternative resolutions, and investigations in response to complaints and reports of sexual violence. HRS also provides education and training on responsibilities and pathways for reporting sexual violence at the university, and delivers accountability training on sexual violence to individuals who have been accused and/or found to have caused harm under the policy. During 2024-2025, HRS had nine full-time staff, consisting of a Director; Manager, Strategic Advisor and Senior Resolution Officer; Senior Resolution Officer and Investigator; three Human Rights Resolution Officers; Policy Review Facilitator; and an Intake and Support Administrator.

Report overview

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

Supports

TMU works closely with student survivors, complainants and respondents to provide supports, services, and accommodations using a trauma-informed approach. Support is made available to students collaboratively. For student survivors and complainants these supports are provided by CCF and specifically include but are not limited to:

- Helping survivors identify, process and navigate the traumas they have experienced.
- Guiding complainants and their witnesses through the SVP reporting and complaint resolution process.
- Providing support in every stage of the university's investigation process under the SVP.
- Advising and assisting survivors with options external to the university that are available to them, including reporting an incident to the police.
- Assisting survivors in court proceedings, including gathering information and communicating with the Crown Attorney in criminal proceedings.
- Referring and/or accompanying survivors to urgent care as well as medical appointments, including on and off-campus counselling.
- Helping survivors navigate the Ontario Students Assistance Program (OSAP) and the bursary application process to secure financial support.
- Accessing housing support including emergency housing assistance.
- Providing letters of support for academic considerations, course drops and withdrawals, and grade appeals.
- Developing and implementing safety plans for survivors.

For student respondents, supports are provided by Student Care and include:

- Facilitating support for student respondents during SVP investigations, including academic considerations, financial support, access to counselling, and referrals to other internal and external resources.
- Guiding respondents through the complaint resolution process and providing support in every stage of the alternative resolution or investigation process under the SVP.
- Working with respondents after decisions are issued to ensure the completion of alternative resolution agreements or sanctions, and compliance with any assigned remedies.
- Helping student respondents transition back to the university after periods of suspension.

Services

TMU provides expedited referrals to counselling for student survivors affected by sexual violence as well as students who are determined to have caused harm under the SVP. The university offers students:

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

Accommodations

TMU provides carefully tailored accommodations to each student's circumstances. Such accommodations include:

- Academic considerations (short-term modifications to students' coursework resulting from students' experiences of trauma).
- Workplace accommodations (for students with concurrent staff roles).

Trends in support requests

- online harassment
- family violence
- intimate partner violence
- workplace/placement/co-op sexual harassment
- stalking

Supports with an Equity, Diversity and Inclusion (EDI) Lens

TMU recognizes that experiences of sexual and gender-based violence are shaped by intersecting identities, social locations, and systemic inequities. Student supports are therefore provided through an equity, diversity, and inclusion (EDI) lens that centers each individual's lived experience and cultural context. This means ensuring that services are accessible, trauma-informed, identity-affirming, and responsive to the unique needs of equity-deserving groups, including Black, Indigenous, racialized, 2SLGBTQI+, and students with disabilities. Through initiatives such as culturally relevant counselling referrals, specialized healing resources, and community partnerships, TMU continues to advance a student-centred approach that fosters safety, dignity, and belonging for all who seek support.

Table 1: Number of students who requested and obtained supports from May 1, 2024 to April 30, 2025

| | Number of students who made requests | Supports requested and obtained | Services requested and obtained | Accommodations requested and obtained |
|--------------------|--------------------------------------|---------------------------------|---------------------------------|---------------------------------------|
| Survivors | 203 | 1225 | 34 | 181 |
| Respondents | 29 | 124 | 26 | 28 |
| Total | 232 | 1349 | 60 | 209 |

Table 1 shows that between May 1, 2024 and April 30, 2025, 203 students accessed individual support from CCF and 29 respondents connected with Student Care. This number includes survivors requesting support, services and accommodations due to disclosures and a commitment to their healing journeys as well as respondents requesting support, services and accommodations related to the complaint resolution process under the SVP and a commitment to their learning and growth.

Part II: Initiatives and programs to promote awareness of sexual violence support and services for students

Board of Governors Sexual Violence Policy and Process Training

The OVPECI and the Office of the Vice-Provost, Students delivered an annual training and update on sexual violence to members of the TMU Board of Governors on October 28, 2024. The presentation featured CCF and HRS presenting on understanding sexual violence and reviewing the support and complaint resolution options for students, faculty and staff at the university. It also highlighted the recent updates to the SVP.

E-Learning Modules

Student e-learning module

- For 2024-2025 the [student e-Learning module](#), “This is How We Take Care of Each Other: Addressing Sexual Violence on Campus” was sent out to all 10,000 incoming

students, with every TMU faculty participating. This e-module was created with student input for incoming students and explores relationships, intimacy and bystander intervention techniques.

- The course has four key mandates:
 - **Empathy:** Students will further develop their ability to see the world as others are experiencing it, understand their feelings in a non-judgemental fashion and communicate this understanding with their peers.
 - **Communication:** Students will build on ways to communicate in relationships, with co-workers, friends and in romantic or sexual realms. They will learn ways to give and receive different kinds of information. They will feel able to listen, speak to, observe, respect and empathize with their peers.
 - **Leadership:** Using the new tools shared, students will empower themselves to make decisions in the moment that protectively address harm in collaboration with their peers.
 - **Community care:** Students will understand ways to care for their community with the support of campus policies, procedures and support services.

Employee e-learning module

- A companion employee e-learning module, “Building a Campus Where Consent Comes First: Understanding TMU's Sexual Violence Policy,” continues to be available for TMU employees. This module was created by CCF in collaboration with community partners including HR; OVPECI including HRS; Office of the Vice-Provost, Students; Vice-Provost, Faculty Affairs; TMU Student's Union (TMSU); Continuing Education Students' Association of Toronto Metropolitan University and TMU employee unions including OPSEU, CUPE 3904, CUPE 233 and the Toronto Metropolitan Faculty Association (TFA). The goals of the course are that staff and faculty participants will:
 - Learn about the TMU SVP and how it applies to employees.
 - Understand the definitions and impacts of sexual violence and sexual harassment.
 - Understand an employee's role and responsibility as a TMU community member under the SVP and the Ontario *Occupational Health and Safety Act* (OHSA).
 - Be better equipped to support someone when they disclose an experience of sexual violence.

Community Education and Prevention Training

Under the TMU SVP, CCF leads campus education on sexual violence and gender-based violence in collaboration with community partners. CCF works to provide trauma-informed, healing-centred, equity-based education with four main learning goals: understanding

community care, communication, empathy and leadership, including bystander intervention techniques.

This year, CCF delivered numerous workshops and trainings to a diverse array of thousands of members within the TMU community, including but not limited to the following:

| Community Members | Participant Numbers |
|---|---------------------|
| Athletes | 114 |
| Athletics coaches | 29 |
| Career Boost students - student employees | 45 |
| Career Boost supervisors - supervisors of students | 75 |
| Student orientation leaders | 300 |
| Student leaders | 100 |
| Student leaders - safety workshop | 30 |
| Invocation - first year students | 1200 |
| Residence students - all incoming first year students | 450 |
| Residence student staff - new and existing staff | 250 |
| Co-op students | 301 |
| Criminology undergraduate students | 30 |
| Student Housing and Residence Life unit staff | 14 |
| Arts Dean's Council | 14 |
| TRSM Staff/Faculty leadership group | 28 |
| TRSM Academic Advisors | 20 |
| FCS Learning and Teaching Committee | 8 |
| FEAS Staff/Faculty leadership group | 15 |
| TOTAL NUMBER | 3023 |

HRS also provides a broad range of educational programming across the university on the complaint resolution process that the office administers under the SVP, as well as the

Discrimination and Harassment Policy (DHP). Many of the student-related trainings are conducted collaboratively with other university partners, including CCF and Student Care.

In 2024-2025, HRS participated in 20 training sessions that included content related to the SVP; this is nearly three times the number of sessions delivered in the previous year. Each session focused on familiarizing community members with HRS, as well as the roles and responsibilities that we all have in upholding the SVP. The audiences for the training sessions included students, as well as the Board of Governors, academic leadership, faculty and contract lecturers and units, including leaders and staff of the new School of Medicine.

A particular series of educational programming delivered in the past year involved collaboration between CCF, Student Care and HRS and the delivery of multiple joint training sessions that emphasized the “**3Rs**” that are intended to guide university community members on how to respond if they learn about potential incidents of sexual violence. The “**3Rs**” are:

- (1) **Receive** a disclosure with care;
- (2) **Refer** affected parties to supports and other resources;
- (3) **Report** to appropriate university offices (such as HRS) to assess and determine appropriate next steps in accordance with university policies.

Applying an EDI lens, the university continues to tailor education to diverse audiences, ensuring accessibility, cultural relevance, and intersectional awareness of sexual violence reporting and complaint resolution processes, including the ways that sexual violence issues may also engage the university’s DHP. The notable rise in training sessions for leaders at TMU demonstrates a positive cultural shift, including increased awareness but also a focus on our shared responsibility to prevent and address sexual violence affecting the university community.

Training for Community Members alleged and/or found to have breached the SVP

TMU emphasises an educational and restorative approach to accountability under the SVP. In addition to the specialized respondent support offered by Student Care and the accountability counselling offered through CSDC (as described in the section above), HRS also provides accountability training for respondents (including students, as well as faculty and staff) to reinforce understanding of consent, power, and community responsibility under the SVP. The training may be provided as part of an alternative resolution of a complaint, or it may be an accountability measure imposed as part of an investigation and decision-making process under the policy. In 2024-2025, HRS delivered 12 sexual violence-focused training sessions for student respondents, and a further 13 accountability training sessions for faculty and staff respondents. This total of 25 sessions is a significant increase in the number of sessions delivered the previous year under the SVP and reflects HRS’ expanded use of early intervention and alternative resolution of complaints with a focus on learning and reflection as key to

understanding responsibilities and taking accountability under the SVP, as well as promoting community safety. By combining trauma-informed education with human rights principles, TMU ensures that the SVP is implemented not only as a compliance framework but as a meaningful system promoting prevention, learning, and repair.

Community Tabling

CCF staff regularly attended tabling events to promote consent to students through conversation and sharing of information and resources. For the 2024-2025 academic year, staff participated in the following tabling activities:

| Community Event | Number of Participants |
|--|------------------------|
| Orientation Week - students | 1000 |
| Orientation Week - parents | 47 |
| Wellbeing Week | 250 |
| Women's History Event | 140 |
| Kickstart | 56 |
| International Education Awareness Week | 30 |
| Winter Orientation & Service Fair | 74 |
| January Cares with Health Promotions | 45 |
| Consent Action Week: SLC | 65 |
| Safer Choices Week | 60 |
| MMIWG2S+ Event | 50 |
| Blooming with Kindness | 50 |
| Learning Reboot Week | 30 |
| TOTAL NUMBER | 1897 |

Resources

CCF and HRS continued to distribute meaningful student-created or inspired resources within the TMU community including:

- **[CCF Book Collection: Resilience in Words: Books to Educate, Empower, and Heal](#)**
In collaboration with TMU library services, CCF offered a curated book collection for the TMU community to deepen their knowledge and awareness about sexual violence and gender based violence across intersections of identities, time and locations.
- **[We Heal Together: A Colouring Book for Black Survivors](#)**
An initiative of CCF and Carleton University's Sexual Assault Support Centre. This colouring book was inspired by the We Heal Together support group founded by TMU student Casandra Fullwood.
- **[We Heal Together: We Are Spectacular Nebulas in Healing Journal](#)**
A journal designed to help Black students think about their thoughts, challenge them or just put them on the page and let them go. This journal is for Black survivors to rest their weary thoughts and a place that can be revisited as many times as survivors need.
- **[Sexual Violence Complaint Resolution Process](#)**
These virtual and hard copy HRS resources provide information about the SVP and the complaint resolution process under the policy, as well as the rights and responsibilities of TMU community members involved in the process. They include infographics, pamphlets and other materials that support understanding of the implementation of the policy.
- **[Human Rights Online](#)**
This virtual HRS resource was prepared in response to the COVID-19 pandemic and the shift to online learning and working environments at the university. It reminds the TMU community that we all have a shared responsibility to ensure that the university's online environments are free of discrimination, harassment and sexual violence and that the DHP and SVP apply to online behaviour when engaging in university spaces and activities.
- **Social Media Presence**
This year, CCF maintained a vibrant [social media presence](#) to share psychoeducational infographics about a variety of topics, including consent education, learning opportunities and workshops, and healing and wellbeing. Instagram posts and stories enabled 4848 diverse followers to receive information and support.
- **CCF Newsletter**
The colourful and engaging summer online newsletter focused on topics of consent education, sexting safety, boundaries and healing, consent education events and workshops, and a variety of supports for a diverse group of survivors.
- **CCF Poster Campaign**
For the 2024-2025 academic year, CCF partnered with Astral Media to ensure that all vacant advertising spaces on campus - including hardcopy posters and digital screens - were filled with CCF office information and graphics. In total, 350 hardcopy posters were placed with particular focus on the vulnerable space of bathrooms and digital posters continue to pop up all around campus in 8 separate 15 second slots which cycle continuously throughout each day.

Programming and Events

Emergency call stations and blue poles

Emergency call stations and blue poles provide duress stations where anyone can activate a blue pull station or call to be connected directly to TMU Community Safety and Security (Security). Security will immediately be dispatched to the individual's location. Currently, 19 phones are located across campus.

Consent Awareness Week

CCF works with other Ontario universities to host an annual Consent Awareness Week in the fall and winter semesters to explore prevention, intervention, and supports to address sexual violence on campus. Programming for the 2024-2025 year included the following events attended by a wide variety of participants:

- **“Connecting with your body and in the bedroom” with Dr. Nazareth (September 16, 2024; January 28, 2025):** Dr. Nazareth held a virtual workshop about healthy intimacy and healing after harm.
- **“Consent Crafternoon” (September 18, 2024; January 30, 2025):** Students joined in the Student Life and Learning Centre to complete beading crafts and talk about consent.

TMU 16 Days of Activism Against Gender-Based Violence

- The 16 Days of Activism Against Gender-Based Violence is an annual international campaign that kicks off on November 25, the International Day for the Elimination of Violence against Women, and runs until December 10, International Human Rights Day. This year, special efforts were made by CCF to ensure there were a variety of [activities listed on the CCF webpage](#) for community members to engage with marking this important time in the yearly calendar.
- **In Bloom: the Art of Healing with Rabia Chodhury (November 24, 2024):** The session explored the complexities of compounded trauma and the transformative role that the arts play in healing. Through storytelling and creative expression, art provides a vital outlet for those navigating the challenges of multiple marginalized identities. Rabia explored how embracing artistic practices can help reconnect individuals with their inner child, nurturing that relationship and facilitating healing in the process.
- **Mindfulness and Social Justice with Sarah Lefebure (December 9, 2024):** Through the lens of social justice and mindfulness, the session focused on imagining a holistic mental health approach that recognizes the impacts of systemic oppressions.

National Day of Remembrance and Action on Violence Against Women

- **Community Memorial Gathering (December 6, 2024):** Together the TMU community mourned the women killed at the L'Ecole Polytechnique in Montreal in the act of violent misogyny on December 6, 1989, as well as those women (including children) killed by men in their lives in 2024. The powerful event created space to honour more than 50

women and children killed by men in the previous year. Speakers included President Mohamed Lachemi, Jen McMillen, Vice-Provost, Students, and a panel of TMU staff. This was part of the 16 Days of Action Against Gender-Based Violence. On that day, 110 TMU faculty, staff, and gathered for this meaningful December 6 memorial event.

Part III: Number of complaints and incidents of sexual violence reported to the university involving students

Between May 1, 2024 and April 30, 2025, HRS received a total of 68 complaints of sexual violence involving students. This includes complaints that were brought forward to HRS by current students, as well as student/staff and alumni who raised complaints regarding incidents that occurred while they were students. It also includes third party reports regarding sexual violence affecting students, even if the students affected chose not to report directly to HRS.

The 68 student complaints represent 83% of the total of 82 sexual violence related complaints/reports received by HRS during 2024/2025, with the remaining 14 complaints involving faculty, staff, contractors, volunteers, guests and/or members of the public.

The number of student complaints rose to 68 this year compared to the 50 reported in 2023/24, representing a 36% increase. HRS believes this increase reflects growing knowledge and understanding of sexual violence among students within the university community, which is bolstered by the ongoing collaborative educational programming and other initiatives outlined above. HRS also believes it is indicative of greater accessibility and trust in the university's SVP and complaint resolution process, including through the university's continued efforts to ensure multiple, trauma-informed entry points for disclosures and complaints which enable students to seek support and pursue reporting options in ways that best meet their individual needs.

Student complaints in 2024-2025 primarily involved allegations being made against fellow students (54%), and incidents alleged to have occurred at least in part on campus (71%). However, a growing number of complaints were also received against non-students, including for example employees, contractors and guests, and involving incidents occurring off campus and/or online, which underscores the ongoing importance of jurisdictional clarity in assessing complaints.

When complaints/reports of sexual violence are received by HRS, the office conducts a preliminary assessment in order to determine whether it is appropriate to initiate next steps under the SVP. Approximately 62% of the student complaints received proceeded through the

complaint resolution process, with the others being addressed through consultations, referrals, withdrawals or other approaches appropriate in the circumstances.

HRS managed complaints/reports of sexual violence in a variety of different ways that were responsive to the parties' input and the unique circumstances of each case. This included an emphasis on individualized and alternative forms of resolution of complaints, with 64% of cases being addressed through early intervention or alternative resolution approaches and 26% proceeding through investigation and decision-making. Such an emphasis on alternative resolution pathways reflects HRS's commitment to restorative and transformative justice approaches to sexual violence that focus on education, accountability and risk mitigation.

HRS also approaches complaints in a human rights-centered way and is adept at applying an intersectional lens to complaints that may engage the SVP and involve allegations of discrimination or harassment under the DHP. HRS also addresses each sexual violence case in a way that is contextualized within broader systems of inequity, consistent with TMU's EDI values and commitments.

Table 2: Number of complaints of sexual violence involving students received by HRS between May 1, 2024 and April 30, 2025

| | |
|--|-----------|
| Total number of sexual violence complaints received by HRS | 82 |
| Total number of complaints received by HRS involving students | 68 |
| Breakdown of student complaints by status of respondent (the individual being accused of the alleged incident of sexual violence) | |
| Student | 37 |
| Employee | 5 |
| Other | 26 |
| Breakdown of student complaints by primary incident location | |
| Incidents occurring on campus | 48 |
| Incidents occurring off-campus | 15 |
| Incidents occurring online | 2 |
| Incidents location unknown | 3 |

| | |
|---|-------|
| Number of student complaints that moved forward in the complaint resolution process under the SVP | 42/68 |
| Breakdown of student complaints by method of resolution | |
| Early intervention / Alternative resolution | 27 |
| Investigation | 11 |
| Other | 4 |

Table 2 summarizes the **number of complaints** of sexual violence involving students received by HRS as the office that administers the complaint resolution process under the SVP.¹ The complaints outlined in the table represent all matters in which students were the complainants or those alleged to have experienced harm under the policy between May 1, 2024 and April 30, 2025.

Table 3: Number of reports of sexual violence reported to Community Safety and Security involving students as complainants or respondents, by incident type

| Incident type | Number of incidents |
|---------------------------|---------------------|
| Assault - Common | 1 |
| Assault - Sexual | 8 |
| Assault - with a Weapon | 1 |
| Harassment - Criminal | 18 |
| Harassment - Human Rights | 6 |
| Indecent Act | 2 |

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

| | |
|------------------|-----------|
| Uttering threats | 2 |
| Total | 38 |

Table 3 shows the **number of reports** of sexual violence reported to Community Safety and Security between May 1, 2024 to April 30, 2025 involving students as complainants or respondents, by incident type.

Table 4: Number of incidents of sexual violence reported to Community Safety and Security involving students as complainants or respondents, by incident type

| Incident type | Number of incidents: Student complainants | Number of incidents: Student respondents |
|---------------------------|--|---|
| Assault - Common | 1 | 0 |
| Assault - Sexual | 8 | 0 |
| Assault - with a Weapon | 1 | 0 |
| Harassment - Criminal | 19 | 6 |
| Harassment - Human rights | 7 | 0 |
| Indecent Act | 2 | 0 |
| Uttering threats | 2 | 0 |
| Total | 41 | 6 |

Table 4 shows the **number of students** involved in incidents of sexual violence reported to Community Safety and Security between May 1, 2024 to April 30, 2025 involving students as complainants or respondents, by incident type. Please note the difference in totals between Tables 3 and 4 is due to the fact that each report may include more than one complainant who is a student.

Part IV: Implementation and effectiveness of the SVP

The 2024-2025 reporting year marked the first full cycle of implementation of the revised SVP that was approved by the Board of Governors on April 30, 2024. The year's activities as outlined above demonstrate the university's continued commitment to and leadership in providing intensive, holistic support for student survivors of sexual violence. Additionally, TMU's education, awareness and prevention initiatives and programming continue to robustly support student safety and wellbeing. CCF is committed to continuing to offer deeply meaningful survivor care alongside vibrant, creative educational offerings that are responsive to students' needs and trends across the field of sexual violence response and prevention.

In 2024-2025, the university has also continued to be diligent in receiving and addressing complaints of sexual violence through the SVP complaint resolution process that emphasizes trauma-informed approaches, procedural fairness and accountability. HRS is committed to increasing trust and confidence in the process and exploring meaningful and responsive ways to address complaints, including through increased use of early intervention and alternative resolution approaches in appropriate cases.

The SVP also served as a model for TMU's review and revision of the DHP in 2024-25, which recognized the importance of alignment of related university policies and consistency across various intersecting complaint resolution processes.

This Sexual Violence Annual Report demonstrates TMU's ongoing commitment and progress in implementing the SVP and enhancing the effectiveness of our response to sexual violence affecting students and all university community members. TMU continues to implement the SVP in a way that is characterized by meaningful collaboration across various expert offices and responsiveness to the needs of our diverse student body and university community. Through intensive support, collaborative educational offerings and procedurally fair complaint resolution processes, TMU continues to be a model in post-secondary response to sexual violence, affirming our commitment to prevention and a culture of consent across our community.

**BOARD OF GOVERNORS
November 25, 2025**

AGENDA ITEM: Revised Board Committee Memberships 2025-2026

STRATEGIC OBJECTIVES:

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

ACTION REQUIRED: Approval

SUMMARY:

The Board of Governors (the “Board”) is being asked to approve the revised Board Committee Memberships 2025-2026, as set out in the attached chart.

BACKGROUND:

The Board approved the 2025-2026 Board and Committee Memberships on June 26, 2025 and again on September 29, 2025 when R. Dagher was appointed to the Board as a Lieutenant General in Council appointee. L-M. Williams, an alumni member, resigned from the Board effective September 17, 2025. On November 6, 2025, the Governance Committee via electronic ballot recommended that the Board approve the appointment of Khatera Noor as an elected alumni member of the Board of Governors from November 26, 2025 to August 31, 2026. The revised Board Committee Memberships 2025-2026 reflects the addition of K. Noor to two (2) standing committees. On November 6, 2025, the Governance Committee via electronic ballot recommended that the Board approve the revised Board Committee Memberships 2025-2026.

Annual appointment to the Committees is required under Section 15.6 of the *Toronto Metropolitan University By-laws*. The composition of each of the Committees is set out specifically in Sections 16.1, 17.1, 18.1, 19.1 and 20.1.

ATTACHMENT: Revised Board Committee Memberships 2025-2026

PREPARED BY:

Name: Adela Mall, Executive Director, Legal and Governance and Assistant Secretary of the Board Governors



Date: October 31, 2025

APPROVED BY:

Name: Wendy Lawrence, General Counsel, Secretary of the Board of Governors and
Chief Privacy Officer

Date: October 31, 2025

BOARD OF GOVERNORS COMMITTEE MEMBERSHIPS 2025-2026 (November 2025)

| GOVERNANCE COMMITTEE | AUDIT AND RISK COMMITTEE | NEGOTIATIONS COMMITTEE | EMPLOYEE RELATIONS & PENSIONS COMMITTEE | FINANCE COMMITTEE | INVESTMENT ADVISORY COMMITTEE | PROPERTY COMMITTEE |
|-----------------------|--------------------------|---------------------------|---|---------------------|-------------------------------|---|
| Chair: Norie Campbell | Chair: Catherine Paisley | Chair: Catherine Paisley* | Chair: Louise Taylor Green | Chair: David Porter | Chair: Janice Fukakusa | Chair: Nazmin Gupta |
| VC: David Porter | VC: Meg Davis | VC: Norie Campbell | VC: David Porter | VC: Anju Virmani | VC: N/A | VC: N/A |
| Mohamed Lachemi | N/A | Mohamed Lachemi | Mohamed Lachemi | Mohamed Lachemi | Mohamed Lachemi | Mohamed Lachemi |
| Meg Davis | David Porter | Meg Davis | Catherine Paisley | Catherine Paisley | David Porter | Meg Davis |
| Louise Taylor Green | Louise Taylor Green | Walied Soliman | Norie Campbell | Nazmin Gupta | Vacant as of October 10, 2024 |  |
| Anju Virmani | Norie Campbell | N/A | Sobi Ragunathan | Norie Campbell | N/A | N/A |
| Catherine Paisley | Sobi Ragunathan | N/A |  | Rola Dagher | Richard Rooney | N/A |
| N/A | Anju Virmani | N/A | N/A | N/A | Bahir Manios | Ashi Mathur |
| Chris MacDonald | N/A | N/A | Irene Gammel | Seth Dworkin | N/A | John Mallovy |
| Tony Conte | N/A | N/A | Tony Conte | Michael Turco | N/A | Alana De Gasperis |
| Shervin Akhlaghi | N/A | Ahmed Elshahed | Gyan Kalra | Ahmed Elshahed | N/A | Grace Lee Reynolds |
| Khatera Noor | N/A | Khatera Noor | Hyacinth Gawne | Angelique Bernabe | N/A | N/A |
| | Jack Cockwell | | | Jack Cockwell | | Jack Cockwell |

6/11

4/7

4/7

5/10

6/11

3/5

4/7



BOARD OF GOVERNORS COMMITTEE MEMBERSHIPS 2025-2026 (November 2025)

Legend



Board Appointee / LGIC Appointee

President

Faculty

Staff

Alumni

Student

Honorary

External

* Role reserved for Board Chair / Vice Chair



Recommended addition(s) in case of absences

DRAFT RESOLUTION

RE: Revised Board Committee Memberships 2025-2026

BE IT AND IT IS HEREBY RESOLVED:

THAT the Board of Governors approves the revised Board Committee Memberships for 2025-2026, as presented.

November 25, 2025



BOARD OF GOVERNORS
November 25, 2025

AGENDA ITEM: Financial Statements (unaudited) for the period ending October 31, 2025

STRATEGIC OBJECTIVES:

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

ACTION REQUIRED: Approval

SUMMARY

The second quarter (“Q2”) unaudited financial statements for the six (6) months ending October 31, 2025, indicate that Toronto Metropolitan University (the “University”) remains on track to meet the 2025-26 consolidated budget as approved by the Board of Governors (the “Board”) in April 2025. Year-end projections are best estimates based on actual results to date, budget updates, and expenditure trends, including expected spending from department reserves.

BACKGROUND

The Balance Sheet summarizes the assets and liabilities as of the period ended October 31, 2025. Best estimate projections to the end of the fiscal year, April 30, 2026, have been provided where practical. Also, comparisons to the actual results for the previous year-end, April 30, 2025, are included. As certain figures in the financial statements are dependent on actuarial assumptions and impacted by market conditions, estimates are not practical and only adjusted at year-end; therefore, actual financial results will vary from projections at quarter-end.

The Statement of Operations summarizes the major revenues and expenditures with actuals for the six (6) months ending October 31, 2025. The results reflect appropriate accounting adjustments to actuals made on a modified accrual basis to represent best estimates given the time passed as of October 31, 2025. The 2025-26 annual approved budget, presented to the Board in April 2025, is compared to projections to year-end with expected variances noted. These best estimate projections to year-end, at this quarter, are based on actual results to date, budget updates and expenditure trends, including expected spending from department reserves.

The Statement of Operations includes all consolidated financial activities of the University. The University uses fund accounting in its financial and budgetary accounting system to manage all activities within segregated funds (similar to those summarized on the annual approved consolidated budget schedule: operating, student-funded, ancillary, trust and endowment, and research and other restricted grants). These segregated funds are regularly monitored by the departments, researchers, and divisions responsible for their use, as well as centrally within Financial Services through online access, reporting and monitoring. Oversight of segregated funds exists to ensure that these funds are used for the purposes intended and to ensure that variances to budget within these segregated funds are proactively monitored and corrective action taken as needed.

HIGHLIGHTS

Balance Sheet:

- *Cash and investments* position continues to mainly reflect unused proceeds of the \$250 million ("M") debenture issued on May 4, 2021. The overall decrease from year-end is mainly due to the use of funds to support cash financing for the construction projects, specifically the School of Medicine ("SoM") and the Student Wellbeing Centre. The increase in short-term investments reflects the strategic investment decision to invest in GICs to secure higher rates for a longer term in anticipation of Bank of Canada interest rate reductions at the end of October.
- Cash and non-endowed investment balances are reviewed on an ongoing basis to ensure that adequate restricted cash is available for the intended future restricted use. Various analyses are prepared and reviewed quarterly, which attribute the components of investments available for future spending of deferred revenue contributions. The restricted investments include deferred revenue contributions related to federal grants such as Future Skills Centre, Canada First Research Excellence Fund ("CFREF"), Magnet's Student Work Placement Program ("SWPP"), and Magnet's Canadian Digital Adoption Program ("CDAP"). The total cash uses and sources of cash are detailed in the Statement of Cash flows.
- *Accounts receivables* reflect modified accrual-based estimates of student fees due based on time passed and the normal revenue cycle. Financial services, in collaboration with the Registrar's office, reviewed the timing of when student tuition fees were assessed. In prior years, by October 31, student tuition fee assessments included both fall and winter terms. This resulted in both large amounts of student fee receivables (not yet due for the winter term) and deferred revenue (given the winter term tuition was not yet earned). In order to better align financial activity to October 31, it was decided to only assess the fall 2025 term. This change enhances the accuracy of the student tuition fees receivables balance as of October 31.
- *Capital assets* have increased due to the retrofit of the SoM building and construction of the Student Wellbeing Centre.
- *Employee future benefits (pension and other)* are only updated annually at the fiscal year-end, as they are dependent on actuarial assumptions and will change due to market conditions that will exist at the fiscal year-end.
- *Long-term debt* change from year-end is mainly from principal repayment related to the TD loan.

- *Net assets* are directly impacted by operating results, investment in capital assets and from the market driven volatility of the interest rate swap and at year-end, on the employee's future benefits valuations. Please refer to details in the Statement of Net Assets.
- All other assets and liabilities are trending as expected for this time of year.

Statement of Operations:

Revenue:

- *Government grants for general operations* are trending as expected and reflect new funding for the SoM and the STEM and Postsecondary Education Sustainability Fund ("PSESF") across the board funding as in the approved budget. Projections to year-end include some funding for specific programs and PSESF top up one-time-only ("OTO"), which was not included in the base budget \$8.5M that will be received by fiscal year-end.
- *Government grants and contracts for restricted purposes* are recognized as revenue when related expenses are incurred. These grants include research and other large federal grants for Future Skills, CFREF, and Magnet's CDAP & SWPP. Expenditures for payments made to other institutions and sub-grantees are reflected as a separate expenditure category. The year-end projection includes spending to the end of the fiscal year-end for the Magnet's CDAP net of changes in the specific purpose flow-through funding related to the SoM activities.
- *Student fees* are currently expected to meet the tuition revenue budget based on enrolment projections by the Registrars and the University Planning Office. Enrolment will continue to be monitored as the winter term approaches and revenue projections updated at Q3 as needed. Year-end projections include tuition revenue as well as other student fees anticipated. The timing change of the assessment of the winter term to after October 31 has impacted some other student fees as these won't be recognized as revenue until Q3.
- *Sales and Services* include various ancillary revenues from parking, bookstore, residence and food operations that are trending as projected in the approved budget. Year-end projections are slightly higher based on expected revenues to be earned over next six months from on campus activity.
- *Investment income* is projected to have a favorable year-end variance. However, as expected, actual interest revenue will be lower compared to the prior year given a lower portfolio with the spending of bond proceeds in support of capital construction (i.e. SoM) as well as the decline in overall yields from the lower interest rates on GICs.
- Interest rate swap change resulted in unrealized gain of \$0.5M as the swap liability has decreased since year-end due to changes in the yield curve as interest rates have changed.

Expenses:

- *Salaries and benefits* are trending as projected and budgeted based on approved increases and as negotiated through collective agreements. Projections reflect a decrease in spending related to specific flow through funding with respect to the SoM.
- *Materials and supplies* increased compared to last year due to various maintenance projects and non-capital purchases with costs incurred higher than the approved budget since some departments are spending from carryforward budgets (prior year savings). Year-end projections have been refined to reflect current spending trends.
- *Bursaries and scholarships* are as per plan and projected to be consistent with the budget.

- *Debt service interest* is as per plan with a decrease in the projection with capitalizing of interest related to capital construction projects.
- *Sub-grants to partner institutions* reflect an increase in actuals primarily due to spending on Magnet's CDAP. Year-end projections to increase due to extension granted for Magnet's CDAP.

Excess of expenses over revenues

- Overall, as of Q2 actual expenses incurred are outpacing actual revenues earned (prior to the impact from the interest rate swap) by \$(8.8)M compared to \$(20.3)M as this time in the prior year.
- The best estimated year-end projections are based on actual results and information available at this time. The year-end financial statement results will differ due to changes from actuarial valuations and certain accounting adjustments that occur as at April 30. For example, the year-end projection assumes no change in actuarial results and other market related items, such as the interest rate SWAPs.
- At this time, it is projected that by yearend operating expenses will outpace operating revenue by \$(15.6)M. As noted above, projections reflect modified accrual-based estimates on time passed for certain items. For example, not all cash received for grants and tuition is considered earned revenue as of Q2. However, most salaries and benefits will be incurred as expected as of Q2. Additionally, some departments are drawing on savings from previous years to manage one-time costs. These expenses are reflected in the operating expenses with a corresponding transfer from the internally restricted funds held in net assets. As of Q2, this amount is \$8M (refer to details in the Statement of Net Assets).

ATTACHMENT: Financial Statements (unaudited) for the period ending October 31, 2025

PREPARED BY:

Names: Ravi Haldavnekar, Controller & Senior Director of Financial Accounting & Reporting
 Nadia Ferrari, Senior Director, Budget Administration and Advisory Services
 Liana Korpela, Associate Director, Accounting and Reporting

Date: November 10, 2025

APPROVED BY:

Name: Joanne McKee, Chief Financial Officer

Date: November 10, 2025



Financial Statements

October 31, 2025

(unaudited)

Toronto Metropolitan University
CONSOLIDATED BALANCE SHEETS
[amounts in thousands]

| | Year Ended October 31, 2025 Actual - Unaudited \$ | Year Ended April 30, 2025 Actual - Audited \$ | Year Ended April 30, 2026 Projected at Q2 \$ | Comments |
|---|--|--|---|--|
| ASSETS | | | | |
| Current | | | | |
| Cash & cash equivalents | 13,634 | 55,742 | 84,923 | Cash, short-term and long-term investments totalled \$769M. These include unused debenture proceeds, working capital cash and funds for restricted purposes. The increase in short-term investments reflects a strategic decision to secure GICs with rates for a longer term in anticipation of interest rate reductions. |
| Short-term investments | 156,908 | 110,885 | 73,815 | |
| Accounts receivable | 57,626 | 43,311 | 58,000 | In prior year, Q2 included tuition fees assessed for the winter term. The current fiscal winter term fees will be assessed after October 31st. This change in assessment timing provides a more accurate students receivable balance and related deferred tuition as at Q2. |
| Prepaid expenses | 6,333 | 26,809 | 22,000 | Reflects prepaid expenses and/or deposits for benefits, electronic library resources and software licenses |
| Inventories | 1,222 | 1,255 | 1,200 | Consistent with prior year levels, reflective of normal bookstore operations. |
| Current portion of long-term note receivable | 436 | 423 | 449 | Current portion of note receivable related to Student Campus Centre |
| Total current assets | 236,159 | 238,425 | 240,387 | |
| Investments | 599,385 | 640,607 | 550,709 | Includes endowment, restricted & other purposes (capital projects) cash held based for longer term intent. Decrease from year-end as funds utilized for capital projects and restricted grants program activities. |
| Employee future benefits - pension | 301,733 | 301,733 | 301,733 | Excess fair value of plan assets that support future benefit obligations. This amount is determined by the University actuaries and is only updated as at the fiscal year end. |
| Long-term note receivable | 12,275 | 12,499 | 12,275 | Student Campus Centre & TMU Properties Trust notes receivables |
| Long-term prepaid expenses | 5,896 | 4,809 | 3,546 | Reflects invoices for major software licences paid in advance to secure upfront discounts and cost stability. |
| Capital assets, net | 1,306,753 | 1,278,145 | 1,298,571 | Increase since year-end, reflects addition of work-in-progress assets, mainly School of Medicine building retrofit and Student Wellbeing Centre - offset by depreciation incurred during the period. |
| Total Assets | \$ 2,462,201 | \$ 2,476,218 | \$ 2,407,220 | |
| LIABILITIES AND NET ASSETS | | | | |
| Current | | | | |
| Accounts payable and accrued liabilities | 121,115 | 121,909 | 115,000 | Variance due to normal timing of payments for payroll and other liabilities |
| Deferred revenue | 57,535 | 28,625 | 25,000 | Balance reflects unearned student fees and grants both affected by timing of revenue recognition. As noted above, the winter term fees were assessed after October 31 which removes the requirement to defer winter term fees (that are not earned as of Q2). |
| Current portion of long-term debt | 6,939 | 6,746 | 7,137 | Current portion of TD bank loan. |
| Current portion of fair value of interest rate swap | 1,336 | 1,445 | 1,336 | Current portion of Long term SWAP - see comments below. |
| Total current liabilities | 186,925 | 158,725 | 148,473 | |
| Employee future benefits - other | 43,076 | 43,076 | 39,968 | Reflects accrued benefit obligations related to non-pension benefit plans. This amount is determined by the University actuaries and is only updated as at the fiscal year end. |
| Long-term debt | 448,803 | 452,279 | 445,143 | Includes outstanding amounts for Series A & B debentures and the TD loan |
| Fair value of interest rate SWAP | 4,758 | 5,149 | 4,758 | The fair value of TD swap reflects changes in yield curve used to value swaps. Generally, a steepening of the yield curve will result in an increase in the value of the swap position, and a flattening of the yield curve will result in a decrease in the fair value of the swap positions. |
| Deferred L/T Lease Revenue | 46,244 | 46,745 | 45,745 | Deferred long-term lease revenue from DCC residence monetization. |
| Deferred revenue contributions | 190,591 | 216,215 | 196,000 | Externally restricted research grants and donations received, at times, in advance of expenditures incurred. Change in amounts from year-end reflects recognition of revenue to match current year expenses including those related to prior year receipts. |
| Deferred capital contributions | 322,825 | 326,850 | 314,740 | Externally restricted grants and donations for capital purposes, amortized over the life of the assets. |
| Total Liabilities | \$ 1,243,222 | \$ 1,249,039 | \$ 1,194,827 | |
| Net assets | | | | |
| Endowments | 169,606 | 169,473 | 169,739 | Balance reflected capitalization of endowment income and donation received. The change in fair value related to endowment funds held with Fiera Capital is reflected in long term investments referenced above. |
| Other | 1,049,373 | 1,057,706 | 1,042,654 | See statement of Net Assets attached. |
| Total net assets | 1,218,979 | 1,227,179 | 1,212,393 | |
| Total Liabilities and Net assets | \$ 2,462,201 | \$ 2,476,218 | \$ 2,407,220 | |

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF OPERATIONS

[amounts in thousands]

| | Year Ended April 30, 2025 Actual - audited \$ | Year Ended October 31, 2025 Actual - Unaudited \$ | Year Ended April 30, 2026 Annual Approved Budget (Sch 3) \$ | Year Ended April 30, 2026 Projected @Q2 \$ | Variance Annual Budget vs Projected \$ | Comments |
|--|--|--|---|---|---|--|
| REVENUE | | | | | | |
| Government grants for general operations | 294,498 | 157,056 | 305,128 | 326,372 | 21,244 | Increase in actuals due to new SoM operating grants. New STEM and PSESF Across the board funding as planned. Year end projections include various funding for specific programs not originally known for the approved budget. |
| Government grants and contracts for restricted purposes | 215,150 | 133,702 | 236,436 | 256,633 | 20,197 | Restricted grants are recognized as income when the related expense is incurred. These include research grants and other large federal grants for Future Skills and Magnet. The expenses are reported under sub-grants to partner institutions and salaries/material supplies. Year end projections include estimated spending on CDAP extension to the end of fiscal year and changes in the level of specific purpose flow through funding related to the SoM. |
| Student fees | 449,142 | 225,124 | 441,203 | 451,177 | 9,974 | Student fees is expected to meet the approved budget based on enrolment projections by Registrars and the University Planning Office. Year end projections include tuition revenue as well as other student fees anticipated. The change in the timing of the winter term assessment resulted in other student fees not reflected at Q2 but will be recognized by Q3. |
| Sales and services | 41,975 | 17,621 | 32,712 | 38,269 | 5,557 | Includes various ancillary revenues from parking, bookstore, residence and food operations that are trending as projected in the approved budget. Year end projections are slightly higher based on expected revenues over next six months from on campus activity. |
| Donations recognized | 29,620 | 7,274 | 14,075 | 14,548 | 473 | Recognition of restricted donation revenues earned to match expenses incurred. Moderate year over year increase in revenue recognized as expenses are incurred. |
| Amortization of deferred capital contributions | 15,090 | 7,670 | 15,373 | 15,373 | - | Amortization of contributions for capital projects over life of assets. |
| Investment Income | 35,464 | 10,718 | 6,250 | 16,321 | 10,071 | Year end projections include a positive variance over approved budget. Investment income will decrease over prior year due from a decline in both portfolio volume (i.e. bond proceeds used to cover the SoM capital spending) and the interest rates. |
| Other income | 11,716 | 7,109 | 9,854 | 12,768 | 2,914 | Slight year over year increase related to various miscellaneous revenues. |
| | 1,092,655 | 566,274 | 1,061,030 | 1,131,461 | 70,430 | |
| EXPENSES | | | | | | |
| Salaries and benefits | 653,431 | 349,223 | 719,224 | 712,727 | (6,497) | Trending as projected as budgeted based on approved, estimated and negotiated through collective agreements. Projections reflect a decrease in spending related to specific flow through funding related to the SoM. |
| Materials, supplies, repairs and maintenance | 209,542 | 115,918 | 141,678 | 209,064 | 67,386 | Increases in actuals related to increase in maintenance projects, non capital equipment purchases. Projection includes decrease in spending related to restricted flow through funding for the SoM. As in prior years, departments continue to cover some expenditures from prior years carry forwards. |
| Bursaries and scholarships | 54,271 | 24,152 | 57,920 | 57,920 | - | Spending trending as expected with year end projections remain as planned. |
| Debt service interest | 16,742 | 7,609 | 19,227 | 17,727 | (1,500) | Includes interest on TD loan & for \$130M series A and \$250M series B debentures. Year end projection is lower given the capitalized of interest expense costs on the bond proceeds relating to the SoM capital project. |
| Sub-grants to partner institutions | 80,385 | 52,436 | 70,407 | 97,041 | 26,634 | Actuals reflect flow through grant activity to partner institutions or other entities and includes Magnet and Future Skills. Year end projections including spending for CDAP extension up to year end. |
| Amortization of capital assets | 53,208 | 25,768 | 52,574 | 52,574 | - | Amortization of Capital Assets over the life of the assets. |
| | 1,067,579 | 575,106 | 1,061,030 | 1,147,053 | 86,023 | |
| Excess of (expenses over revenues) revenue over expenses , before interest rate swaps | 25,076 | (8,832) | 0 | (15,593) | (15,593) | Deficit is based on operating revenue and expenses assumed at this time (not including accounting estimates and actuarial adjustments that will be reflected at year end). |
| Unrealized gains/(loss) on interest rate swaps | (4,480) | 499 | - | 499 | - | Amount represents impact of fair value changes due to fluctuations in yield curve used to measure fair value of interest rate swaps. This is reported as income or expenses at year end depending on whether it is a gain or loss. |
| Excess of (expenses over revenues) revenue over expenses | \$ 20,596 | \$ (8,333) | \$ 0 | (15,094) | (15,094) | |

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF CHANGES IN NET ASSETS
For the Year Ended October 31, 2025
(with comparative figures at April 30, 2025)

| | Unrestricted | Investment in Capital Assets | Employee Future Benefits | Internally Restricted Carry Forwards | Net Assets before Endowments | Endowments | Period Ended October 31, 2025 Actual - Unaudited | Year Ended April 30, 2025 Actual - Audited |
|---|--------------|------------------------------------|--------------------------------|--|------------------------------------|------------|--|--|
| | \$ | \$ | \$ | \$ | \$ | \$ | \$ | \$ |
| Net assets, beginning of year | (305,804) | 722,694 | 258,657 | 382,159 | 1,057,706 | 169,473 | 1,227,179 | 1,266,586 |
| Net Assets, restated beginning of period | (305,804) | 722,694 | 258,657 | 382,159 | 1,057,706 | 169,473 | 1,227,179 | 1,266,586 |
| Revenue less expenses | (8,333) | - | - | | (8,333) | | (8,333) | 20,596 |
| Capitalization of investment income in endowments | - | | | | - | - | - | 5,266 |
| Endowment contributions | | | | | | 133 | 133 | 1,330 |
| Allocation of carry forwards | 8,332 | | | (8,332) | - | | - | - |
| Employee Future Benefits Remeasurements | | | - | | - | | - | (66,599) |
| Investment in Capital Assets | 2,663 | (2,663) | | | - | - | - | - |
| Net Assets, end of period | \$ (303,142) | \$ 720,031 | \$ 258,657 | \$ 373,827 | \$ 1,049,373 | \$ 169,606 | \$ 1,218,979 | \$ 1,227,179 |

Toronto Metropolitan University
CONSOLIDATED STATEMENT OF CASH FLOWS

[amounts in thousands]

| | Year Ended October 31, 2025 Actual - Unaudited | Year Ended April 30, 2025 Actual - Audited | Year Ended April 30, 2026 Projected @Q2 | Comments |
|--|--|--|---|--|
| | \$ | \$ | \$ | |
| OPERATING ACTIVITIES | | | | |
| Excess of revenue over expenses (expenses over revenues) | (8,333) | 20,596 | (15,094) | See Statement of Operations |
| Add (deduct) non-cash items | | | | |
| Amortization of capital assets | 25,768 | 53,208 | 52,574 | See Statement of Operations |
| Amortization of deferred capital contributions | (7,670) | (15,090) | (15,373) | See Statement of Operations |
| Change in fair value of interest rate swap | (499) | 4,480 | (499) | Reflects change in yield curves used to value interest rate swaps |
| Defined benefit plans cost (income) | - | (38,456) | - | Amounts are determined by the University actuaries and is only updated as at the fiscal year end. |
| Net change in deferred revenue contributions | (25,624) | 27,913 | (20,215) | Reflects timing variations of externally restricted grants and donations received versus spent during the period |
| Net change in non-cash working capital balances | 34,312 | 38,570 | (28,447) | |
| Cash provided by operating activities | 17,954 | 91,221 | (27,054) | |
| INVESTING ACTIVITIES | | | | |
| Decrease (increase) in note receivable | 211 | (9,712) | 224 | Year end amount includes new increase to the \$10M note receivable from TMU properties Trust |
| Acquisition of capital assets | (54,377) | (73,133) | (73,000) | Reflects addition of work-in-progress assets, mainly School of Medicine retrofit and Student Wellbeing Centre |
| (Increase) decrease in L/T prepaid | (1,087) | 509 | 1,263 | Change related to long-term prepaid invoices. |
| (Increase) decrease in short-term investments, net | (46,023) | 8,910 | 46,000 | Change in short-term holdings depending on duration of financial instruments & cash requirement |
| Unrealized loss (gain) on investments | (7,958) | (14,976) | (7,958) | Reflects change in market values of invested endowed funds, non-cash operating activity |
| Decrease (Increase) in investments | 49,180 | (24,984) | 89,898 | Variation in timing in expenditures of restricted funds (e.g. capital acquisitions) and other funding received |
| Cash used in investing activities | (60,054) | (113,386) | 56,427 | |
| FINANCING ACTIVITIES | | | | |
| Contributions received for capital purposes | 3,644 | 24,091 | 7,288 | Funds received for capital project purposes |
| Endowment contributions | 133 | 1,330 | 266 | Endowment contribution during the period |
| Capitalization of investment income (loss) in endowments | - | 5,266 | - | Endowment units redeemed and capitalized in prior year |
| Repayment of long-term debt principal | (3,284) | (6,377) | (6,746) | Change relates to pay down of TD loan |
| Increase/(decrease) in Deferred Long Term Lease Revenue | (501) | (1,003) | (1,000) | Amortization related long-term deferred revenue from DCC residence monetization |
| Cash used in financing activities | (8) | 23,307 | (192) | |
| Net increase (decrease) in cash & cash equivalent during the year | (42,108) | 1,142 | 29,181 | |
| Cash & cash equivalents, beginning of year | 55,742 | 54,600 | 55,742 | |
| Cash & cash equivalents, end of year | \$ 13,634 | \$ 55,742 | \$ 84,923 | |

DRAFT RESOLUTION

RE: Financial Statements (unaudited) - Period ending October 31, 2025

BE IT AND IT IS HEREBY RESOLVED:

THAT the Board of Governors approves the Financial Statements (unaudited) for the period ending October 31, 2025, as presented.

November 25, 2025



BOARD OF GOVERNORS

November 25, 2025

AGENDA ITEM: Periodic Program Review Summary and Implementation Plan Reports approved in 2024-2025

STRATEGIC OBJECTIVES:

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

ACTION REQUIRED: Information

SUMMARY:

Toronto Metropolitan University is pleased to provide the Summary and Implementation Plan Reports for the following Periodic Program Reviews (“PPR”) approved in 2024-2025:

BACKGROUND:

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

Attached is the Summary and Implementation Plan Reports for the following PPRs approved in 2024-25:

Undergraduate:

- OCCUPATIONAL HEALTH AND SAFETY (BASc)
- PUBLIC HEALTH (BASc)
- CHILD AND YOUTH CARE (BA)
- BIOMEDICAL SCIENCES (BSc (Hons))
- COMPUTER SCIENCE (BSc (Hons))
- MECHANICAL ENGINEERING (BEng)
- MEDICAL PHYSICS (BSc (Hons))
- NUTRITION AND FOOD (BASc)
- BUSINESS TECHNOLOGY MANAGEMENT (BComm (Hons))
- MEDIA PRODUCTION (BA)
- BIOLOGY (BSc (Hons))



- INDUSTRIAL ENGINEERING (BEng)
- LANGUAGE AND INTERCULTURAL RELATIONS (BA (Hons))
- ENGLISH (BA (Hons))
- FINANCIAL MATHEMATICS (BSc (Hons))
- CHEMISTRY (BSc (Hons))
- SPORT MEDIA (BA)
- ENVIRONMENT AND URBAN SUSTAINABILITY (BA (Hons))

Graduate:

- DATA SCIENCE AND ANALYTICS (MSc)
- DIGITAL MEDIA (MDM)
- EARLY CHILDHOOD STUDIES (MA)

This report was sent to the Quality Council on July 21, 2025.

The report, which includes the Provost's annual Final Assessment Reporting ("FAR") reporting to the Quality Council, can be found in the Resource Center on Diligent.

COMMUNICATIONS STRATEGY: These reports have also been posted on the Toronto Metropolitan Curriculum Quality Assurance website:

<https://www.torontomu.ca/curriculumquality/curriculum-review/>

PREPARED BY:

Name: Stéphanie Walsh Matthews, Director, Curriculum Quality Assurance

Date: October 21, 2025

APPROVED BY:

Name: Sean Kheraj, Vice-Provost, Academic

Date: October 21, 2025



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

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

In 2024/25, eighteen undergraduate programs (Occupational Health and safety (FCS), Public Health (FCS), Child and Youth Care (FCS), Biomedical Science (FOS), Computer Science (FOS), Mechanical Engineering (FEAS), Medical Physics (FOS), Nutrition and Food (FCS), Business Technology Management (TRSM), Media Production (TCS), Biology (FOS), Language and Intercultural Relations (ARTS), English (ARTS), Financial Mathematics (FOS), Chemistry (FOS), Sport Media (TCS), Environment and Urban Sustainability (ARTS)), successfully completed the PPR process. In addition, three graduate programs (Data Science and Analytics (MSc), Digital Media (MDM), Early Childhood Studies (MA)) completed the PPR process.

While each of these programs has its own unique set of strengths and recommendations for growth, there were some common themes identified by peer reviewers that transcended program boundaries. Across the eighteen (18) undergraduate programs that were reviewed, instructional excellence, reliable delivery, well administered programs with strong support staff where breadth of education and distinctive training were highlighted. In addition, the passion, excellence, and engagement of students across all programs were noted by the peer review teams and underlined in the self-studies. Programs were qualified as being highly relevant, thriving, offering a diversity of options. Many programs received critical feedback so that they can continue to effectively offer unique experiences. Some notable areas of improvement include communication strategies, recruitment efforts, and ensuring compliance with key quality assurance processes. Among graduate programs, peer review teams highlighted the innovative and interdisciplinary curricula, strong student engagement in research, and close collaboration with industry and community partners, while also pointing to areas of development, such as curricular gaps and opportunities to enhance student research support.

The Final Assessment Reports (FAR) included here for the eighteen (18) undergraduate programs and



three (3) graduate programs provide an executive summary, details of the external reviewers' recommendations, the program and Dean's responses to those recommendations, and the implementation plan. FARs are posted publicly on the University's Curriculum Quality Assurance website and reported annually to the University's Board of Governors (the "Board") and to the Ontario Universities Council on Quality Assurance (Quality Council). The final step of the PPR process is a one-year follow-up report that details progress-to-date on the implementation plan and any subsequent recommendations.

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

July 21, 2025

Dr. Christopher Evans
Executive Director
Quality Assurance Council of Ontario Universities
180 Dundas Street West, Suite 1100
Toronto, ON, M5G 1Z8

Dear Dr. Evans,

Toronto Metropolitan University is pleased to provide you with access to the Final Assessment Reports for the following Cyclical Program Reviews approved during the 2024-2025 academic year:

Undergraduate:

[OCCUPATIONAL HEALTH AND SAFETY \(BASc\)](#)

[PUBLIC HEALTH \(BASc\)](#)

[CHILD AND YOUTH CARE \(BA\)](#)

[BIOMEDICAL SCIENCES \(BSc \(Hons\)\)](#)

[COMPUTER SCIENCE \(BSc \(Hons\)\)](#)

[MECHANICAL ENGINEERING \(BEng\)](#)

[MEDICAL PHYSICS \(BSc \(Hons\)\)](#)

[NUTRITION AND FOOD \(BASc\)](#)

[BUSINESS TECHNOLOGY MANAGEMENT \(BComm \(Hons\)\)](#)

[MEDIA PRODUCTION \(BA\)](#)

[BIOLOGY \(BSc \(Hons\)\)](#)

[INDUSTRIAL ENGINEERING \(BEng\)](#)

[LANGUAGE AND INTERCULTURAL RELATIONS \(BA \(Hons\)\)](#)

[ENGLISH \(BA \(Hons\)\)](#)



[FINANCIAL MATHEMATICS \(BSc \(Hons\)\)](#)

[CHEMISTRY \(BSc \(Hons\)\)](#)

[SPORT MEDIA \(BA\)](#)

[ENVIRONMENT AND URBAN SUSTAINABILITY \(BA \(Hons\)\)](#)

Graduate:

[DATA SCIENCE AND ANALYTICS \(MSc\)](#)

[DIGITAL MEDIA \(MDM\)](#)

[EARLY CHILDHOOD STUDIES \(MA\)](#)

These reports have been posted on TMU's Curriculum Quality Assurance website (<https://www.torontomu.ca/curriculumquality/curriculum-review/>), which is linked to the Provost's website, and will be shared with Toronto Metropolitan University's Board of Governors. The Final Assessment Reports are also available on our Senate website within the agendas of the Senate meetings when the reviews were presented.

We would also like to assure the Chair and the members of the Quality Council that the University takes seriously the previously received comments on the consistency of FARs and IPs. We are aware of the inconsistencies and issues of the use tables for reporting on PRTs, Programs, and Deans' responses. Please be assured that the comments and instructions have been understood. We will endeavor to review these practices as part of the ongoing Audit process. The documentation for graduate programs for 2024-2025 however has maintained the previous formatting.

The Vice-Provost Academic's Office will ensure the timely monitoring of the implementation of the recommendations and the appropriate distribution of the scheduled monitoring reports through Senate. Please do not hesitate to contact my office if you require any further information.

Sincerely,

A handwritten signature in blue ink, appearing to read "Roberta Iannacito-Provenzano".

Roberta Iannacito-Provenzano, PhD *Provost and Vice-President, Academic*

Cc: Dr. Sean Kheraj, Vice-Provost Academic

Donna Bell, Secretary of Senate

Dr. Carl Kumaradas, Vice-Provost and Dean, Yeates School of Graduate and Postdoctoral Studies

Dr. Stéphanie Walsh Matthews, Director, Curriculum Quality Assurance

Dr. Heather Rollwagen, Associate Dean Programs, Yeates School of Graduate Studies