



## **MINUTES OF THE MEETING OF SENATE**

**April 25, 2025**

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The meeting was held at 1:30 at the Great Hall, Somerville House

### **SENATORS:**

A. Agyapong	L. Henderson	K. Olson
C. Alcantara	K. Henricus	I. Paul
M. Bassnett	J. Herrera	P. Pexman
G. Beckett	J. Ijam	G. Philip
J. Beecroft	J. Jin	S. Powell
B. Begg	M. Joannis	W. Ritchie
K. Bertrand	A. Jokhu	B. Rubin
S. Boe	M. Kim	S. Schmid
N. Borradaile	H. Kirk	L. Shaw
A. Bryson	D. Kotsopoulos	A. Shepard
S. Buhrow	D. Laird	K. Siddiqui
B. Cheadle	J. Lamarche	A. Simon
K. Choi	G. R. Little	D. Smith
M. Cleveland	L. Logan	F. Strzelczyk
N. Coates	A. Liu	X. Wang
K. Coley	A. Lukowski	J. Yoo
A. Cooke	T. Mantler	N. Zabian
E. Da Costa	O. Matthews	A. Zecevic
L. Davis	M. McGrath	
M. Davison	D. Meister	
D. Ferri	E. Miller	
R. Graham	M. Mills	
M. Green-Barteet	M. Modeski	
C. Hall	I. Namukasa	
S. Hayne Beatty	D. Neufeld	
A. Hearn	A. Nocilla	

### **Observers:**

C. Bressette, R. Chelladurai, C. Chung, J. Doerksen, J. Hutter, R. Isard, E. Kalaydjian, N. Keyghobadi, S. Lewis, S. Roland, V. Sarkany, J. Weststar, M. Yenson

### **LAND ACKNOWLEDGEMENT**

D. Neufeld offered a Land Acknowledgement.

### **MINUTES OF PRIOR MEETING**

#### **ITEM 2.0 – Minutes of the Meeting of March 14, 2025**

It was moved by B. Cheadle, seconded by C. Alcantara,

That the minutes of the meeting of March 14, 2025, be approved as circulated.

CARRIED

### **REPORT OF THE PRESIDENT**

A. Shepard, President and Vice-Chancellor, referred members to the written report provided in the agenda and opened his remarks by acknowledging that many students are in the middle of the exam period and offering words of encouragement.

The President continued his report by reminding Senate members that the upcoming Spring Convocation will, for the first time, take place off campus. He encouraged faculty members to participate in the Convocation ceremonies, taking place from June 9-13, to celebrate students' achievements.

The President concluded his report by addressing the recent incident with the fire in the Social Sciences building and provided a brief update, confirming that a police investigation is underway.

### **REPORT OF THE PROVOST**

F. Strzelczyk, Provost & Vice-President (Academic) provided a verbal report and began with a brief leadership update, welcoming Mohamed F. Khimji as Dean of the Faculty of Law commencing July 1, 2025 and expressing gratitude to Andrew Botterell for his leadership as Acting Dean and to the Selection committee for their dedicated work.

The Provost continued her report with current government updates, including the recent commitment of \$750 million to support the creation of up to 20,500 additional STEM seats across the province.

The Provost commented on the upcoming Science Rendezvous event, a national science event designed to engage community members in science, technology, engineering, art and math, and expressed gratitude to the faculty and staff members organizing this annual event for their dedication. Additionally, the Provost commented on various projects and initiatives under her portfolio, including the Western Massey Fellows program and the King's Commonwealth Fellowship program.

F. Strzelczyk concluded her report by sharing the names of the Distinguished University Professor and Faculty Scholars Award recipients and offered sincere congratulations on their achievements.

### **REPORT OF THE VICE-PRESIDENT (RESEARCH)**

In addition to the materials provided in advance of the meeting, P. Pexman, Vice-President (Research) provided a brief update on the Horizon Europe funding program and commented on the support offered by Western Research in facilitating access to international funding opportunities.

P. Pexman concluded her report with information on the recent successes and accolades earned by Western's research community.

### **REPORT OF THE OPERATIONS / AGENDA COMMITTEE (OAC)**

On behalf of the Operations/Agenda Committee, D. Kotsopoulos presented the report of the Committee. She informed Senate that at its meeting on April 9<sup>th</sup>, OAC made the decision to hold the May and June Senate meetings virtually, emphasizing that OAC is firm in its commitment to in-person meetings of Senate and decided to make this change, for this year only, solely in recognition of the importance of the Navitas decision that Senate will be asked to consider at the June meeting. OAC has acknowledged that it is desirable to have as many Senators attending as possible for the preliminary report of the ad hoc committee in May and the vote in June.

### **ITEM 6.1(a) – Revisions to MAPP Policy 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes**

L. Logan, Vice-President (Operations & Finance), presented the revisions to the MAPP Policy 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes, and briefly outlined the rationale supporting the changes.

F. Strzelczyk addressed the completed consultation process by detailing its scope, participants, and key takeaways and commented on how the feedback gathered was incorporated into the final version of the Policy.

### **ITEM 6.1(b) – Notice of Motion regarding MAPP 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes**

At the March 14, 2025, Senate meeting, Senators A. Hearn and E. Da Costa introduced a Motion. The Notice of Motion was referred by the Chair of Senate to OAC for consideration. OAC considered the Notice of Motion and determined that it is appropriate for it to be considered by Senate.

It was moved by A. Hearn, seconded by E. Da Costa,

That the Senate discuss the issue of revisions to MAPP Policy 1.1 at the April 2025 Senate meeting with the intent of referring a recommendation to the Board of

Governors on this issue, and, that the President & Vice-Chancellor be charged with the task of presenting the opinion of the Senate to the Board of Governors at the next Board of Governors meeting.

## CARRIED

The Chair opened the floor for discussion on the proposed revisions to the MAPP Policy 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes as set out in the motion.

A Senator referred to an open letter from student groups at Western and requested that administration provide comments on the concerns outlined in this letter. L. Logan addressed the question, noting that the issues raised in the letter pertain to the consultations rather than the revised Policy. L. Logan clarified that the revisions were not intended to restrict freedom of expression and advised that in the past four years, there has been only one instance in which plans for demonstrations were altered due to a scheduling conflict.

An Official Observer raised concerns related to the addition of the provision regarding the service charges for the use of university facilities for a special event or demonstration, noting the previous iteration of the Policy did not include those provisions and that it might impact students in their right to protest. L. Logan reassured Senate that these fees and service charges will be applied only if the organizer requests additional levels of security. Paul Eluchok, Senior University Legal Counsel, addressed the concerns raised regarding potential implications from the implementation of security fees, and referred Senate to the Annual Report on Freedom of Expression, emphasizing that there have been no instances in which demonstrators were charged for security costs.

As part of the deliberations on the advice to be provided to the Board, Senate proposed recommending further amendments to the MAPP Policy 1.1 - Use of University Facilities for other than Regularly Scheduled Academic Purposes.

The following revision was proposed in relation to the Procedures for consideration by the policy holder for their inclusion in the procedure:

- A recommendation to add in timelines for decision-making and appeal processes.

It was moved by D. Kotsopoulos, seconded by N. Zabian,

That the Senate, pursuant to its authority under Section 30(f) of *The University of Western Ontario Act*, 1982, provide advice to the Board of Governors, through the President & Vice-Chancellor, recommending that the Board approve the revisions to MAPP Policy 1.1 as set out in Item 6.1(a) with the following recommended amendments:

- to add the word “*unreasonably*” to the definition of Prohibited Conduct, section (v) to read: “Conduct that threatens or **unreasonably** disrupts the Ordinary Functioning of the University.”
- to add the word “*unreasonably*” to section 9.00 of the Policy to read: “Excessive

noise in or on University Facilities that **unreasonably** disrupts the Ordinary Functioning of the University or a Special Event...”.

- to remove the word “bedding” from the definition of Camping.
- to add a clarifying statement that students/campus community members are subject to security costs for a Demonstration only when they request extra security.

CARRIED

**ITEM 6.1(b) – Revisions to Adopted Policies and Procedures of Senate**

D. Kotsopoulos presented for approval revisions to the Adopted Policies and Procedures of Senate, an overview of the proposed changes, and explained the rationale for initiating them as outlined in the agenda (Appendix A).

It was moved by D. Kotsopoulos, seconded by M. Cleveland,

That on the recommendation of the Operations/Agenda Committee, the Senate approve revisions to the Adopted Policies and Procedures of Senate, effective April 25, 2025, as set out in Item 6.2.

During the debate on the motion, a Senator moved that the revisions to the Adopted Policies and Procedures of Senate be deferred and be added to the scope of the Senate governance review scheduled for the following year.

The University Secretary indicated that a motion to withdraw is an incidental motion and the first motion would be dealt with first.

The Chair acknowledged a significant amount of work undertaken by OAC in preparing the proposed revisions and emphasized the importance of recognizing and respecting the efforts of colleagues. D. Kotsopoulos advised that this approach was discussed by OAC during the consideration of the revisions, and the committee decided to continue moving forward with proposed modifications without unnecessary delay.

In response to questions of clarification raised by Senators, D. Kotsopoulos stated that the proposed changes are aimed at streamlining the process and ensuring comprehensive answers. Additionally, she explained the process and the timeline for submitting the questions.

A Senator raised a question of clarification regarding the mechanism of a determination of whether a question or issue falls under Senate authority and potential challenges associated with this process.

The vote was called on the first motion:

It was moved by D. Kotsopoulos, seconded by M. Cleveland,

That on the recommendation of the Operations/Agenda Committee, the Senate approve revisions to the Adopted Policies and Procedures of Senate, effective April 25, 2025, as set out in Item 6.2.

CARRIED

As the first motion was carried, the second motion was declared moot by the Chair.

The Senator who made the second motion appealed the Chair's ruling. After discussion, the Chair called the vote on the second motion:

It was moved by C. Alcantara, seconded by H. Kirk,

That the first motion be withdrawn and the revisions to the Adopted Policies and Procedures of Senate be referred to the 2026 governance review.

DEFEATED

**REPORT OF THE SENATE NOMINATING COMMITTEE**

On behalf of the Senate Nominating Committee, D. Kotsopoulos provided a brief report regarding the work of the Nominating Committee and advised on the order of the nominating process.

**ITEM 7.1 – Vice-Chair of Senate**

Sophie Roland was acclaimed to serve as Vice-Chair of Senate for a term from July 1, 2025 to June 30, 2026.

**ITEM 7.2(a) – Operations/Agenda Committee (OAC)**

Cherin Chung and Alexandra Lukawski were nominated by the Nominating Committee and Noah Zabian was nominated from the floor of Senate. An election was held following the Senate meeting and Cherin Chung was elected to OAC as a student Senator for a term from July 1, 2025 to June 30, 2026.

In addition to the student nominees, Kate Choi, Melanie Mills and Rithwik Ramachandran were nominated by the Nominating Committee and Christopher Alcantara was nominated from the floor of Senate. An election was held following the Senate meeting and Christopher Alcantara, Kate Choi and Melanie Mills were elected to OAC as members of Senate for terms from July 1, 2025 to June 30, 2027. Alexandra Lukawski and Noah Zabian were elected to OAC as members of Senate for terms from July 1, 2025 to June 30, 2026.

**ITEM 7.2(b) – Senate Committee on Academic Policy (Policy)**

Braedan Lovie and Sara Sharma were nominated by the Nominating Committee and Brooklin Begg and Aliya Jokhu were nominated from the floor of Senate. An election was held following the Senate meeting and Brooklin Begg and Aliya Jokhu were elected to the Senate Committee on Academic Policy as undergraduate students for terms from July 1, 2025 to June 30, 2026.

Taylor Tomko was acclaimed to the Senate Committee on Academic Policy as a graduate

April 25, 2025

student for a term from July 1, 2025 to June 30, 2026.

Mark Cleveland, Xianbin Wang and Anita Woods were acclaimed to the Senate Committee on Academic Policy as faculty members for terms from July 1, 2025 to June 30, 2027.

**ITEM 7.2(c) – Senate Committee on Academic Curriculum and Awards (ACA)**

Khushi Vyas was nominated by the Nominating Committee and Alexandra Agyapong was nominated from the floor of Senate to the Senate Committee on Academic Curriculum and Awards (ACA). An election was held following the Senate meeting and Alexandra Agyapong was elected to ACA as an undergraduate student for a term from July 1, 2025 to June 30, 2026.

Sophie Roland and Adam Ali were nominated by the Nominating Committee and were acclaimed to ACA as faculty Senate members for terms from July 1, 2025 to June 30, 2027.

Rob Gros was nominated from the floor of Senate and was acclaimed to ACA as a faculty Senate member for terms from July 1, 2025 to June 30, 2027.

No nominations were received for the graduate student position.

**ITEM 7.2(d) – Subcommittee on Program Review – Undergraduate (SUPR-U)**

Rayyan Khan, Avery Moschee and Avin Sharma were nominated by the Nominating Committee and Yousif Al-Ani, Asad Awawdeh and Braedan Lovie were nominated from the floor of Senate to the Subcommittee on Program Review – Undergraduate (SUPR-U). An election was held following the Senate meeting and Yousif Al-Ani, Asad Awawdeh and Braedan Lovie were elected to SUPR-U as undergraduate students for terms from July 1, 2025 to June 30, 2026.

**ITEM 7.2(e) – Subcommittee on Undergraduate Academic Courses (SOC)**

Zain Bandy and Jared Lalonde were nominated by the Nominating Committee and Helen Li and Nathaniaal Silvester were nominated from the floor of Senate to the Subcommittee on Undergraduate Academic Courses (SOC). An election was held following the Senate meeting and Helen Li and Nathaniaal Silvester were elected to SOC as undergraduate students for terms from July 1, 2025 to June 30, 2026.

Amy Horton and Derek McLachlin were acclaimed to SOC as faculty members for terms from July 1, 2025 to June 30, 2027.

**ITEM 7.2(f) – Senate Committee on University Planning (SCUP)**

Aliya Jokhu was nominated from the floor of Senate and was acclaimed to the Senate Committee on University Planning (SCUP) as an undergraduate student for a term from July 1, 2025 to June 30, 2026.

Manuel Spiller and Cherin Chung were acclaimed to SCUP as graduate students for terms from July 1, 2025 to June 30, 2026.

Rob Gros, Matthew Lebo, Susanne Schmid and Xianbin Wang were nominated by the Nominating Committee and Rachel Forrester-Jones was nominated from the floor of Senate to SCUP. An election was held following the Senate meeting and Rachel Forrester-Jones, Rob Gros, Susanne Schmid and Xianbin Wang were elected to SCUP as members of faculty, who are members of Senate at the time their term on the Committee begins, for terms from July 1, 2025 to June 30, 2027.

Sarah Padfield was acclaimed to SCUP as an administrative staff representative for a term from July 1, 2025 to June 30, 2027.

#### **ITEM 7.2(g) – University Research Board (URB)**

Abdelrahim Sadiq was nominated by the Nominating Committee and Noah Zabian was nominated from the floor of Senate to the University Research Board (URB). An election was held following the Senate meeting and Noah Zabian was elected to URB as an undergraduate student for a term from July 1, 2025 to June 30, 2026.

Idowu Olawoye was acclaimed to URB as a postdoctoral representative for a term from July 1, 2025 to June 30, 2027.

Ingrid Johnsrude was nominated by the Nominating Committee and Christopher Alcantara was nominated from the floor of Senate to URB. An election was held following the Senate meeting and Ingrid Johnsrude was elected to URB as a member of the Faculty of Social Science for a term from July 1, 2025 to June 30, 2027.

Ana Luisa Trejos was acclaimed to URB as a member of the Faculty of Engineering for a term from July 1, 2025 to June 30, 2027.

Mariam Hayward was acclaimed to URB as a senior member of administrative staff serving in a leadership position with a research focus for a term from July 1, 2025 to June 30, 2027.

No nominations were received for the graduate student representatives.

#### **ITEM 7.2(h) – Honorary Degrees Committee**

Cherin Chung was nominated by the Nominating Committee and Logy Shahin was nominated from the floor of Senate to the Honorary Degrees Committee. An election was held following the Senate meeting and Cherin Chung was elected to the Honorary Degrees Committee as a student Senator for a term from July 1, 2025 to June 30, 2026.



Susanne Schmid, Vice-Chair of the Senate Nominating Committee, presented the following nominations to the Honorary Committee.

Stacey Hann, Donna Kotsopoulos and Nicole Redvers were acclaimed to the Honorary Degrees Committee for terms from July 1, 2025 to June 30, 2027.

Jennifer Davila was acclaimed to the Honorary Degrees Committee as an administrative staff representative for a term from July 1, 2025 to June 30, 2027.

**ITEM 7.2(i) – Senate Committee on University Teaching Awards (SUTA)**

Tanner Layton was acclaimed to the Senate Committee on University Teaching Awards (SUTA) as a graduate student for a term from July 1, 2025 to June 30, 2026.

Adam Ali and Jose Herrera were nominated by the Nominating Committee and Mark Cleveland was nominated from the floor of Senate to SUTA. An election was held following the Senate meeting and Jose Herrera and Mark Cleveland were elected to SUTA as faculty members for the terms from July 1, 2025 to June 30, 2028.

**ITEM 7.2(j) – Senate Review Board Academic (SRBA)**

Lina Dagnino was acclaimed as Chair of the Senate Review Board Academic (SRBA) for a term from July 1, 2025 to June 30, 2026.

Yousif Al-Ani, Braedan Lovie, Jacob Madeira, Cristina Masciantonio, Zahra Nadeem and Shiven Sharma were acclaimed to SRBA as undergraduate students for terms from July 1, 2025 to June 30, 2026.

Stephanie Chyn and Sara Sharma were nominated by the Nominating Committee and Ayesha Hassan was nominated from the floor of Senate as undergraduate student representatives from the Faculty of Science. An election was held following the Senate meeting and Ayesha Hassan and Sara Sharma were elected to SRBA as undergraduate students from the Faculty of Science for terms from July 1, 2025 to June 30, 2026.

Rachael Kotsopoulos was nominated by the Nominating Committee and Helen Li and Asad Awawdeh were nominated from the floor of Senate as undergraduate student representatives from the Faculty of Social Science. An election was held following the Senate meeting and Helen Li and Asad Awawdeh were elected to SRBA as undergraduate students from the Faculty of Social Science for terms from July 1, 2025 to June 30, 2026.

Jana Bataineh, Dana Broberg, Pilar Rodriguez Mata and Manuel Spiller were acclaimed to SRBA as graduate students for terms from July 1, 2025 to June 30, 2026.

Miriam Capretz, Randal Graham, Kathy Hibbert, Stephen Renaud, Robert Stainton and John Wilson were acclaimed to SRBA as faculty members for terms from July 1, 2025 to June 30, 2027.

**ITEM 7.2(k) – Distinguished University Professor Selection Committee**

Steven Laviolette and Valerie Oosterveld were acclaimed to the Distinguished University Professor Selection Committee as senior scholars at Western for terms from July 1, 2025 to June 30, 2027.

**ITEM 7.2(l) – Faculty Scholar Selection Committee**

Robert Stainton and Steven Laviolette were acclaimed to the Faculty Scholar Selection Committee as senior scholars at Western for terms from July 1, 2025 to June 30, 2027.

**ITEM 7.2(k) – Advisory Committee for the Ombudsperson's Office**

Bonnie Simpson was acclaimed to the Advisory Committee for the Ombudsperson's Office for a term from May 1, 2025 to April 30, 2027.

**REPORT OF THE COMMITTEE ON ACADEMIC POLICY**

On behalf of the Senate Committee on Academic Policy, K. Yeung presented the report of the Committee.

**ITEM 8.1 – Introduction of Policies on “Requests for Relief from Academic Decisions”, “Senate Review Board Academic Appeals”, and “Scholastic Offences”, and Rescission of the Policies on “Undergraduate Student Academic Appeals”, “Graduate Student Academic Appeals”, “Scholastic Discipline for Undergraduate Students”, and “Scholastic Discipline for Graduate Students”**

It was moved by B. Cheadle, seconded by D. Ferri,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2025, the following policies be introduced as shown in Item 8.1:

Requests for Relief from Academic Decisions  
Senate Review Board Academic Appeals  
Scholastic Offences

And, that effective September 1, 2025, the following policies be rescinded:

Undergraduate Student Academic Appeals  
Graduate Student Academic Appeals  
Scholastic Discipline for Undergraduate Students  
Scholastic Discipline for Graduate Students

CARRIED

**REPORT OF THE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS (ACA)**

On behalf of ACA, S. Roland presented the report of the Committee.

**ITEM 9.1 – Faculty of Health Sciences, School of Health Studies and Arthur Labatt Family School of Nursing and Schulich School of Medicine & Dentistry, Department of Epidemiology and Biostatistics: Introduction of a Certificate in Critical Public Health**

It was moved by A. Simon seconded by G. Beckett,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, a Certificate in Critical Public Health be introduced by the School of Health Studies and Arthur Labatt Family School of Nursing in the Faculty of Health Sciences and the Department of Epidemiology and Biostatistics in the Schulich School of Medicine & Dentistry as shown in Item 9.1.

CARRIED

**REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)**

On behalf of SCUP, D. Laird presented the report of the Committee.

**ITEM 10.1(a) – 2025-2026 University Operating and Capital Budgets**

F. Strzelczyk, Provost & Vice President (Academic) and L. Logan, Vice-President (Operations & Finance), presented for approval the 2025-2026 operating and capital budgets (Appendix B).

F. Strzelczyk provided an overview of the external and internal factors impacting the budget. She outlined the strategic budget priorities for 2025-2026 that are aimed at building on previous investments.

F. Strzelczyk presented data on the general increase in the number of full-time faculty and staff over the last 15 years and presented the operating revenue forecast and expenditures for 2025-26 resulting in a projected in-year deficit of \$7.7M.

L. Logan provided an overview of the capital budget noting it supports Western's Long-Range Space Plan. She described the major capital projects underway and those in the advanced planning phase. Additionally, L. Logan outlined expenditures for the 2025-2026 capital budget.

P. Pexman addressed a question of clarification on the status of unfilled Canada Research Chairs (CRCs) in comparison to the total allocated as outlined in the budget documents and stated that this difference occurs due to a number of factors, including a lengthy and

April 25, 2025

complex nominating process.

In response to a question of clarification regarding the potential changes to international PhD students' tuition rates, K. Siddiqui, Vice-Provost (School of Graduate & Postdoctoral Studies), stated that the decision to set the tuition rates for international PhD students at the same rate as domestic students was made in alignment with the university's strategic goals and to strengthen its research mission.

R. Chelladurai, Associate Vice-President (Institutional Planning & Budgeting), addressed a question regarding the increase in the amount allocated for cost-fluctuations compared to the 2024-25 budget and stated that this amount represents central funding to cover negotiated employee compensation increases.

R. Chelladurai also responded to a question related to the recent funding announcement by the provincial government, noting that Western is awaiting further details.

In response to a question regarding the one-time funding allocated for leasing space in Toronto L. Logan explained that this project is a part of the implementation of the Western Strategic Plan, supporting the goal of expanding the institution's presence in Toronto.

F. Strzelczyk commented on the allocations associated with the integration of AI-related content to the MA program in Social Science.

Additionally, F. Strzelczyk and M. Modeski commented on the data provided by the Ontario Universities' Application Centre (OUAC) and explained that the data available currently is not final, as it requires students' registration to be finalized.

In response to a question from a Senator, R. Chelladurai advised that under the current state of operations, no growth in revenue is projected without identifying alternative sources.

L. Logan and R. Chelladurai commented on the nature of the operating and capital budgets and how funding allocations are managed.

It was moved by D. Laird,

That on recommendation of SCUP, Senate provide advice to the Board of Governors, through the President & Vice-Chancellor, recommending the approval of the 2025-26 University Operating and Capital Budgets as shown in Item 10.1(a).

CARRIED

### **ITEM 10.1(b) – 2025-26 Program Specific Fees and Other Supplemental Fees**

As Supplementary information for Senate, the Program Specific Tuition and Other Supplemental Fees were provided for information.

**ITEM 10.2 – Affirming Declarations of Indigenous Citizenship or Membership at Western University**

C. Bressette, Vice-Provost & Associate Vice-President (Indigenous Initiatives), presented for discussion the introduction of a new MAPP policy to affirm declarations of Indigenous citizenship and membership at Western (Appendix C).

In her presentation, C. Bressette provided the rationale for having a policy, an overview of the policy's scope, guiding principles, and affirmation process. Additionally, she commented on the communication plan and responded to questions of clarification, providing some examples of the application of the procedures.

**REPORT OF THE UNIVERSITY RESEARCH BOARD (URB)**

On behalf of the University Research Board (URB), P. Pexman presented a summary of the Board's recent activities and discussions at its April meeting, including discussion on potential revisions to MAPP Policy 7.14 – Research Involving Human Participants.

Additionally, P. Pexman provided a status update on the progress in the Research Information Management System (RIMS) implementation and expressed gratitude to P. Ragogna and K. Burke for their efforts in this project.

**REPORT OF THE SENATE *ad hoc* COMMITTEE TO REVIEW THE NAVITAS PROPOSAL**

**ITEM 12.1 – Announcement of a Chair of the Senate *ad hoc* Committee to Review the Navitas Proposal**

F. Strzelczyk presented a brief summary of the work conducted by the Senate *ad hoc* Committee to Review the Navitas Proposal and advised Senate that she was elected as Chair of the Committee. Additionally, she invited Senators to register for participation in the Senate Information Session on a proposed partnership with Navitas that will take place on May 6, 2025.

**REPORT OF THE SENATE COMMITTEE ON UNIVERSITY TEACHING AWARDS (SUTA)**

**ITEM 13.1 – Recipients of Western's Excellence in Teaching Awards for 2024-25**

N. Keyghobadi, Acting Vice-Provost (Academic Planning, Policy & Faculty), provided a presentation and announced the recipients of Western's Excellence in Teaching Awards for 2024-25.

April 25, 2025

**CONSENT AGENDA ITEMS**

**REPORT FROM THE OPERATIONS / AGENDA COMMITTEE (OAC)**

**Information Items Reported by OAC on Unanimous Consent:**

- ITEM 15.1(a) – Senate Membership – Vacancies Filled by Appointment
- ITEM 15.1(b) – Order of Ceremony – Autumn Convocation 2025

**REPORT FROM THE SENATE COMMITTEE ON ACADEMIC POLICY**

**ITEM 15.2(a) – Faculty of Health Sciences: Revisions to the Policy on “Potential Health Risks/Immunization Requirements”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective May 1, 2025, the policy on “Potential Health Risks/Immunization Requirements” be revised as shown in Item 15.2(a).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.2(b) – Faculty of Law: Revisions to the Policy on “Progression Requirements – Law”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2025, the policy on “Progression Requirements – Law” be revised as shown in Item 15.2(b).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.2(c) – Schulich School of Medicine & Dentistry: Revisions to the Policy on “Admission – Dentistry”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective August 1, 2025, the policy on “Admission – Dentistry” be revised as shown in Item 15.2(c)

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.2(d) – Revisions to the Policy on “Part-Time Admission for Ontario Secondary School Diploma (OSSD) Students: WISE and SWAU”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective April 25, 2025, the policy on “Part-Time Admission for Ontario Secondary School Diploma (OSSD) Students: WISE and SWAU” be revised as shown in Item 15.2(d).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.2(e) – Revisions to the Policy on “Registration and Progression in Three-Year, Four-Year and Honours Programs”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2025, the policy on “Registration and Progression in Three-Year, Four-Year and Honours Programs” be revised as shown in Item 15.2(e).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.2(f) – Revisions to the Policy on “Adding and Dropping Courses”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective September 1, 2025, the policy on “Adding and Dropping Courses” be revised as shown in Item 15.2(f).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.2(g) – Revisions to the Policy on “Scholar’s Electives Program and Western Scholars”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of the Senate Committee on Academic Policy, Senate approve that effective April 25, 2025, the policy on “Scholar’s Electives Program and Western Scholars” be revised as shown in Item 15.2(g).

CARRIED BY UNANIMOUS CONSENT

**REPORT FROM THE SENATE COMMITTEE ON ACADEMIC CURRICULUM AND AWARDS (ACA)**

**ITEM 15.3(a)(ii)– Schulich School of Medicine & Dentistry, Department of Anatomy and Cell Biology and Faculty of Science: Revisions to the Honours Specialization and Major in Medical Cell Biology**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the Honours Specialization and Major in Medical Cell Biology, offered by the Department of Anatomy and Cell Biology in the Schulich School of Medicine & Dentistry and the Faculty of Science, be revised as shown in Item 15.3(a)(ii).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(iii) – Schulich School of Medicine & Dentistry, Department of Biochemistry and Faculty of Science: Revisions to the Honours Specialization in Biochemistry, Honours Specialization in Biochemistry and Cancer Biology, Major in Biochemistry, and Combined Honours BMSc Biochemistry/HBA**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the following modules offered by the Department of Biochemistry in the Schulich School of Medicine & Dentistry and the Faculty of Science be revised as shown in Item 15.3(a)(iii).

Honours Specialization in Biochemistry

Honours Specialization in Biochemistry and Cancer Biology

Major in Biochemistry

Honours BMSc Biochemistry/HBA (with the Ivey Business School).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(iv) – Schulich School of Medicine & Dentistry, Department of Biochemistry: Withdrawal of the Honours Specialization in Biochemistry and Cell Biology, Honours Specialization in Biochemistry and Pathology of Human Disease, Honours Specialization in Biochemistry of Infection and Immunity, Honours Specialization in Chemical Biology, and Honours Specialization in Computational Biochemistry**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1,



2025, admission to the following Honours Specializations offered by the Department of Biochemistry in the Schulich School of Medicine & Dentistry be discontinued:

Honours Specialization in Biochemistry and Cell Biology (with the Department of Anatomy and Cell Biology)

Honours Specialization in Biochemistry and Pathology of Human Disease (with the Department of Pathology and Laboratory Medicine)

Honours Specialization in Biochemistry of Infection and Immunity (with the Department of Microbiology and Immunology)

Honours Specialization in Chemical Biology (with the Department of Biochemistry and the Department of Chemistry in the Faculty of Science)

Honours Specialization in Computational Biochemistry (with the Department of Biochemistry and the Department of Computer Science in the Faculty of Science); and

That students currently enrolled in the modules be permitted to graduate upon fulfillment of the module requirements by August 31, 2028; and

That the modules be withdrawn effective September 1, 2028.

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(v) – Schulich School of Medicine & Dentistry, Department of Epidemiology and Biostatistics and Faculty of Science: Revisions to the Honours Specialization in Epidemiology and Biostatistics**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the Honours Specialization in Epidemiology and Biostatistics, offered by the Department of Epidemiology and Biostatistics in the Schulich School of Medicine & Dentistry and the Faculty of Science, be revised as shown in Item 15.3(a)(v).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(vi) – Schulich School of Medicine & Dentistry, Department of Medical Biophysics and Faculty of Science: Revisions to the Honours Specialization in Medical Biophysics (Medical Science Concentration)**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the Honours Specialization in Medical Biophysics (Medical Science Concentration), offered by the Department of Medical Biophysics in the Schulich

School of Medicine & Dentistry and the Faculty of Science, be revised as shown in Item 15.3(a)(vi).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(vii) – Schulich School of Medicine & Dentistry, Department of Microbiology and Immunology and Faculty of Science: Revisions to the Honours Specialization and Major in Microbiology and Immunology**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the Honours Specialization and Major in Microbiology and Immunology, offered by the Department of Microbiology and Immunology in the Schulich School of Medicine & Dentistry and the Faculty of Science, be revised as shown in Item 15.3(a)(vii).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(viii) – Schulich School of Medicine & Dentistry, Department of Microbiology and Immunology: Withdrawal of the Honours Specialization in Microbiology and Immunology with Pathology**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, admission to the Honours Specialization in Microbiology and Immunology with Pathology, offered by the Department of Microbiology and Immunology and the Department of Pathology and Laboratory Medicine in the Schulich School of Medicine & Dentistry, be discontinued; and

That students currently enrolled in the module be permitted to graduate upon fulfillment of the module requirements by August 31, 2028; and

That the module be withdrawn effective September 1, 2028.

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(ix) – Schulich School of Medicine & Dentistry, Department of Pathology and Laboratory Medicine and Faculty of Science: Revisions to the Honours Specialization and Major in Pathology, Honours Specialization and Major in One Health, and Honours Specialization in Medical Bioinformatics**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the following modules offered by the Department of Pathology and Laboratory Medicine

in the Schulich School of Medicine & Dentistry and the Faculty of Science be revised as shown in Item 15.3(a)(ix).

Honours Specialization in Pathology

Major in Pathology

Honours Specialization in One Health

Major in One Health

Honours Specialization in Medical Bioinformatics

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(x) – Schulich School of Medicine & Dentistry, Department of Physiology and Pharmacology and Faculty of Science: Revisions to the Honours Specialization in Physiology, the Honours Specialization in Physiology and Pharmacology, the Major in Pharmacology, and the Major in Physiology**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the following modules offered by the Department of Physiology and Pharmacology in the Schulich School of Medicine & Dentistry and the Faculty of Science be revised as shown in Item 15.3(a)(x).

Honours Specialization in Physiology

Honours Specialization in Physiology and Pharmacology

Major in Pharmacology

Major in Physiology

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(xi) – Schulich School of Medicine & Dentistry, Department of Physiology and Pharmacology: Withdrawal of the Honours Specialization in Pharmacology**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, admission to the Honours Specialization Pharmacology, offered by the Department of Physiology and Pharmacology in the Schulich School of Medicine & Dentistry, be discontinued; and

That students currently enrolled in the module be permitted to graduate upon fulfillment of the module requirements by August 31, 2028; and

That the module be withdrawn effective September 1, 2028.

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(xii) – Schulich School of Medicine & Dentistry, Interdisciplinary Medical Sciences Program and Faculty of Science: Revisions to the Honours Specialization and Major in Interdisciplinary Medical Sciences and the Combined BSc Interdisciplinary Medical Sciences/HBA**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the following modules offered by the Interdisciplinary Medical Sciences Program in the Schulich School of Medicine & Dentistry and the Faculty of Science, be revised as shown in Item 15.3(a)(xii).

Honours Specialization in Interdisciplinary Medical Sciences

Major in Interdisciplinary Medical Sciences

Honours BSc Interdisciplinary Medical Sciences/HBA (with the Ivey Business School)

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(a)(xiii) – Schulich School of Medicine & Dentistry and Faculty of Science: Revisions to the Policy on “Admission to the Bachelor of Medical Sciences (BSc) Program”**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the policy on Admission to the Bachelor of Medical Sciences (BSc) Program” be revised as shown in Item 15.3(a)(xiii).

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(b)(i) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Science (MSc) in Geology and MSc in Geophysics**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective September 1, 2025, the Master of Science (MSc) in Geology and MSc in Geophysics be revised as shown in Item 15.3(b)(i).

April 25, 2025

CARRIED BY UNANIMOUS CONSENT

**ITEM 15.3(b)(ii) – School of Graduate and Postdoctoral Studies: Major Modification to the Master of Public Administration (MPA)**

It was moved by C. Alcantara, seconded by D. Laird,

That on the recommendation of ACA, Senate approve that effective May 1, 2026, the Master of Public Administration (MPA) be revised as shown in Item 15.3(b)(ii).

CARRIED BY UNANIMOUS CONSENT

**Information Items Reported by ACA on Unanimous Consent:**

- ITEM 15.3(c) – Faculty-Specific Sessional Dates (2025-26): Ivey Business School
- ITEM 15.3(d) – New Donor-Funded Scholarships, Awards, and Prizes

**REPORT OF THE SENATE COMMITTEE ON UNIVERSITY PLANNING (SCUP)**

**Information Items Reported by SCUP on Unanimous Consent:**

- ITEM 15.4(a) – Vice-Provost's Annual Report on Faculty Recruitment and Retention
- ITEM 15.4(b) – Naming Policies Review

**REPORT OF THE UNIVERSITY RESEARCH BOARD (URB)**

**Information Items Reported by URB on Unanimous Consent:**

- ITEM 15.5(a) – Rescission of MAPP Policy 7.5 – Research Grants and Revisions to MAPP Policy 7.8 – Signing Authorities for Research Grants, Contracts, and Agreements

**ANNOUNCEMENTS AND COMMUNICATIONS**

**The following items reported through Announcements and Communications were received for information by unanimous consent:**

- ITEM 13.6(a) – Election Results – Senate ad hoc Committee to Review the Navitas Proposal
- ITEM 15.6(b) – Academic Administrative Appointments

**DISCUSSION AND QUESTION PERIOD**

The full text of the questions submitted in advance of the meeting was posted in the Agenda at Item 17.0 prior to the meeting. The questions and responses are summarized below:

The Chair responded to a question regarding the measures being taken by the University,

April 25, 2025

individually and in coordination with peer institutions, to advocate for increased in post-secondary funding and reassured Senate that ongoing advocacy efforts are underway to address provincial post-secondary funding challenges.

M. Modeski addressed a question regarding the efforts that are being made to position Western as a more attractive alternative to the universities in the US.

**OTHER BUSINESS:**

**NOTICE OF MOTION**

Mark Cleveland, Senator from the Faculty of Social Science, presented the following Notice of Motion:

That Senate recommend that Western University cease using 'X' as a tool to communicate to the university community and beyond, by May 30th 2025.

In accordance with Senate's Rules of Order, the Chair noted that the notice would be referred to the Operations/Agenda Committee for consideration at its May meeting.

**ADJOURNMENT**

The meeting adjourned at 4:46 p.m.

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A. Shepard  
Chair

---

A. Bryson  
University Secretary

# Proposed Revisions: Adopted Policies and Procedures of Senate

April 25, 2025



1

## Goal of Proposed Revisions

- To preserve the ability for Senators to ask questions regarding agenda items following the posting of the Senate agenda
- Provide a new process for questions and issues for discussion that are not related to an agenda item to allow for questions/issues to be shared with OAC prior to the Senate meeting, and for answers to be sought and prepared for Senate
- Provide an OAC Chair's Report containing all questions received and the reasons for routing questions to Senate or elsewhere



Internationalization at Western: A Multi-Pronged Approach

2

## Questions for Senate

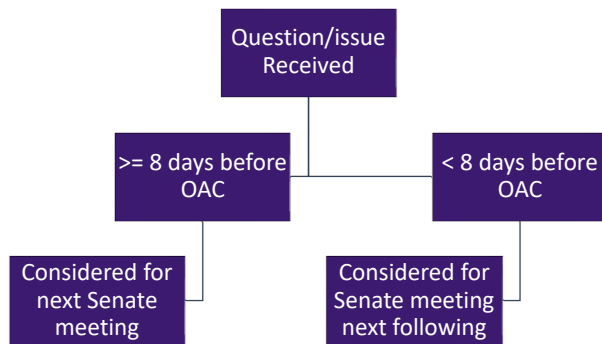
- For questions regarding matters on the Senate agenda:
  - submit questions to the Secretariat 48 hours before the meeting (note: suggested; not required)
  - Ask questions when the relevant agenda matter is reached in the meeting
  - No change to current practice

## Question Period

- Questions and issues for discussion will be submitted to OAC through the Secretariat
- Questions/issues may be submitted to the Secretariat **at any time**
- OAC will determine whether to route the question to Senate or redirect it to an appropriate unit on campus for a response.



## Submitting Questions



- A question/issue is submitted on August 28, 2025
  - Considered at September 10 OAC meeting for September 19 Senate
- A question/issue is submitted on September 5, 2025
  - Considered at October 8 OAC meeting for October 17 Senate

## Routing of Questions/Issues

- If OAC determines it will be routed to Senate:
  - Question posted in the Senate agenda under the Question Period item
- If OAC determines it will not be routed to Senate
  - Question provided to the appropriate unit on campus for a response
- Senate will receive an OAC Chair's Report with:
  - All questions and issues received
  - The decision of OAC regarding the routing
  - If not routed to Senate, a brief explanation and information on the unit to which it was directed

# 2025-26 Operating and Capital Budgets

Presentation to Senate

April 25, 2025



1

## External context

- Provincial core operating grant frozen at 2016-17 level (block grant)
- Domestic tuition rates:
  - Rolled back 10 per cent in 2019-20; frozen through 2026-27
  - Some flexibility with domestic out-of-province tuition
  - Tuition anomaly increases in undergraduate computer science and MOS
- International student study permit caps
- Flexibility with international tuition rates
- Modest time-limited government funding
- Strategic Mandate Agreement Renewal (SMA 4) to start in 2025-26



Operating and Capital Budgets 2025-26

2

2

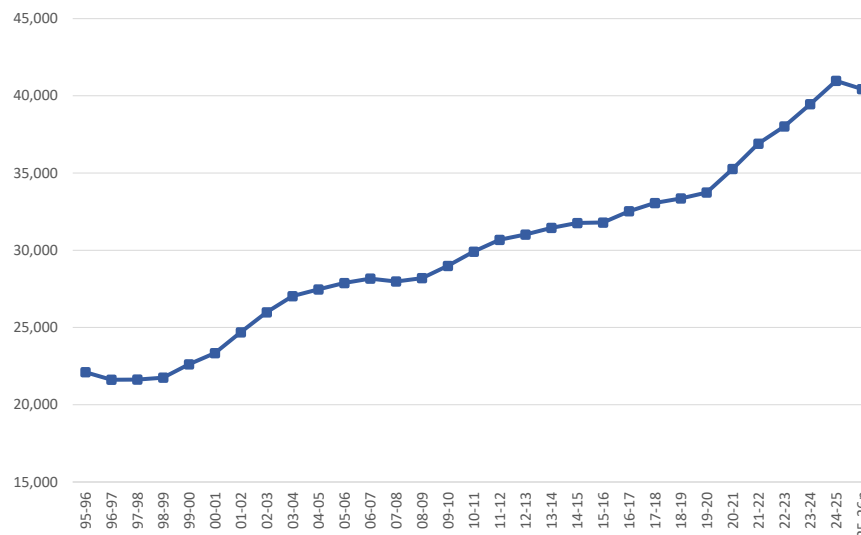
## Internal context

- Final year of 3-year plan
- Strong domestic demand
- Decline in international UG enrolment & tuition revenue
- Enrolment-related revenue sharing still in place
- No new/incremental base allocations to units

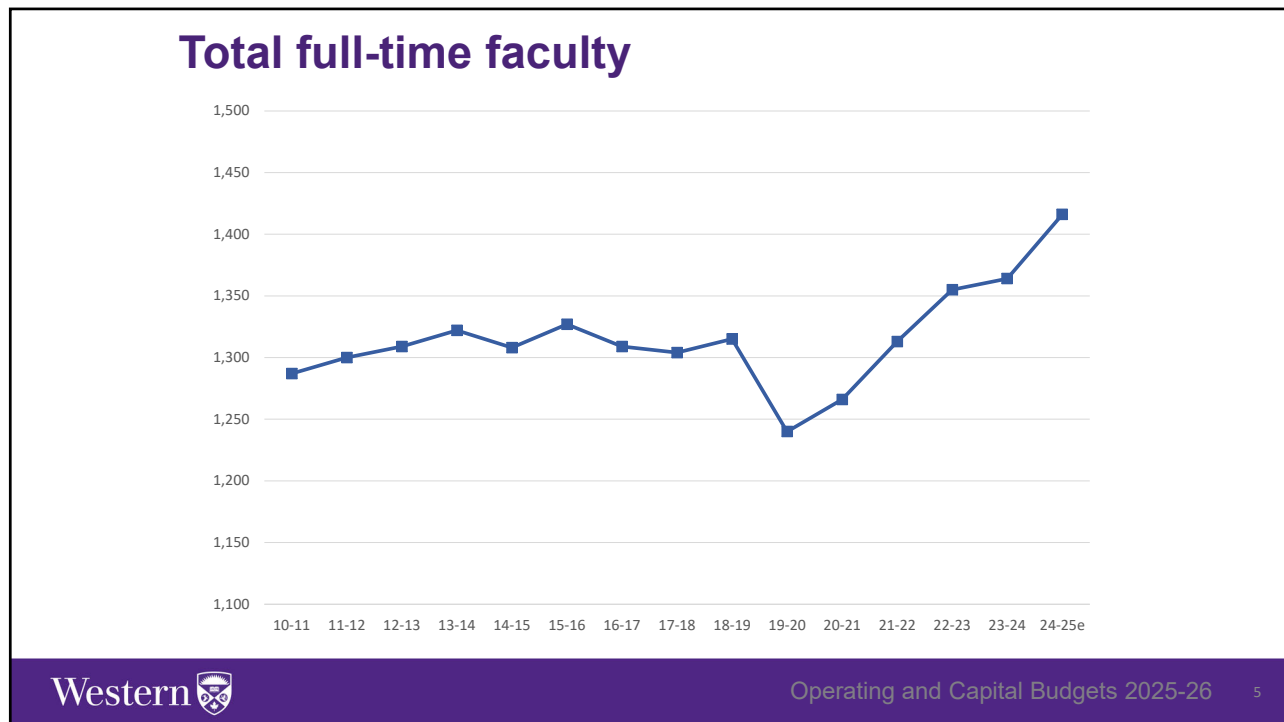


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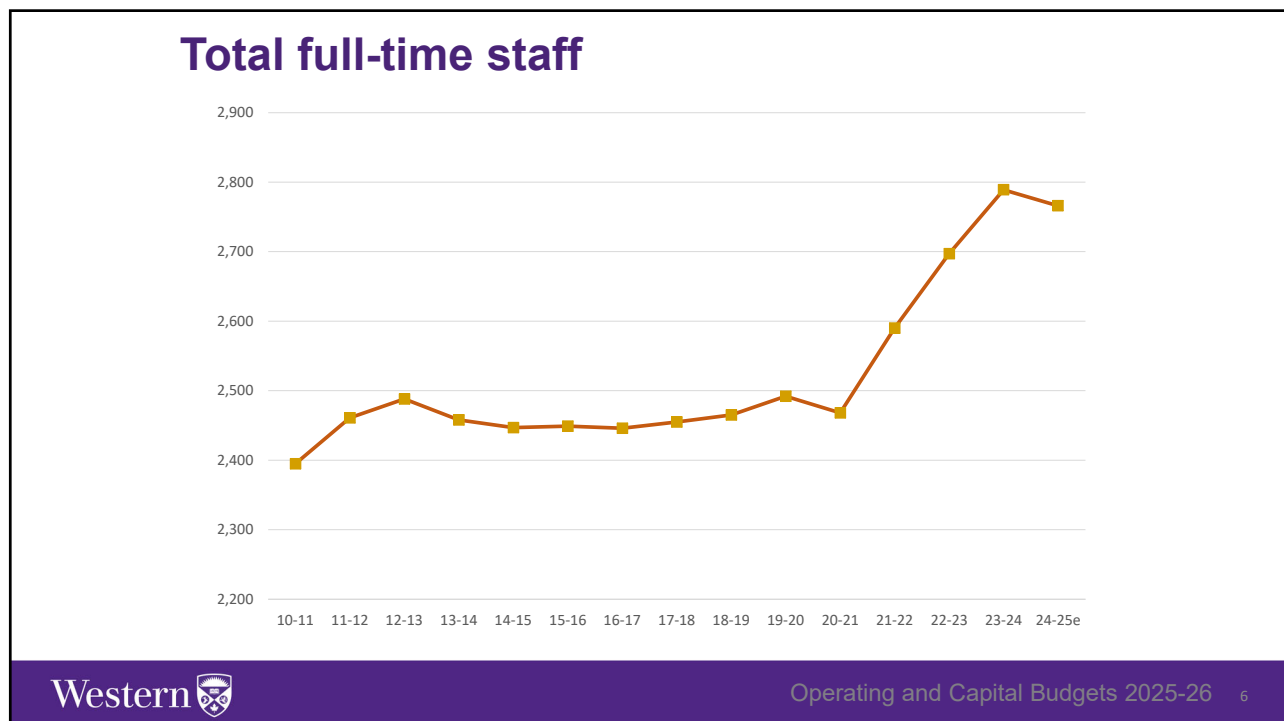
## Total full-time equivalent enrolment at Western



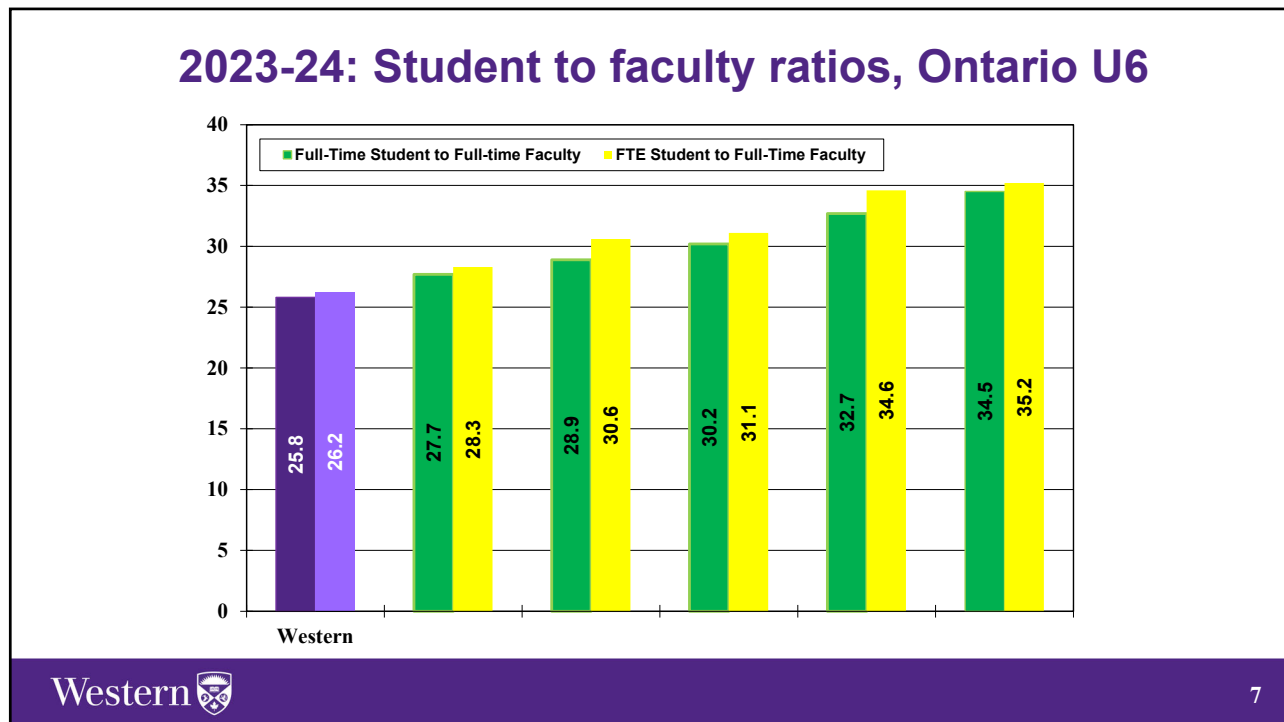
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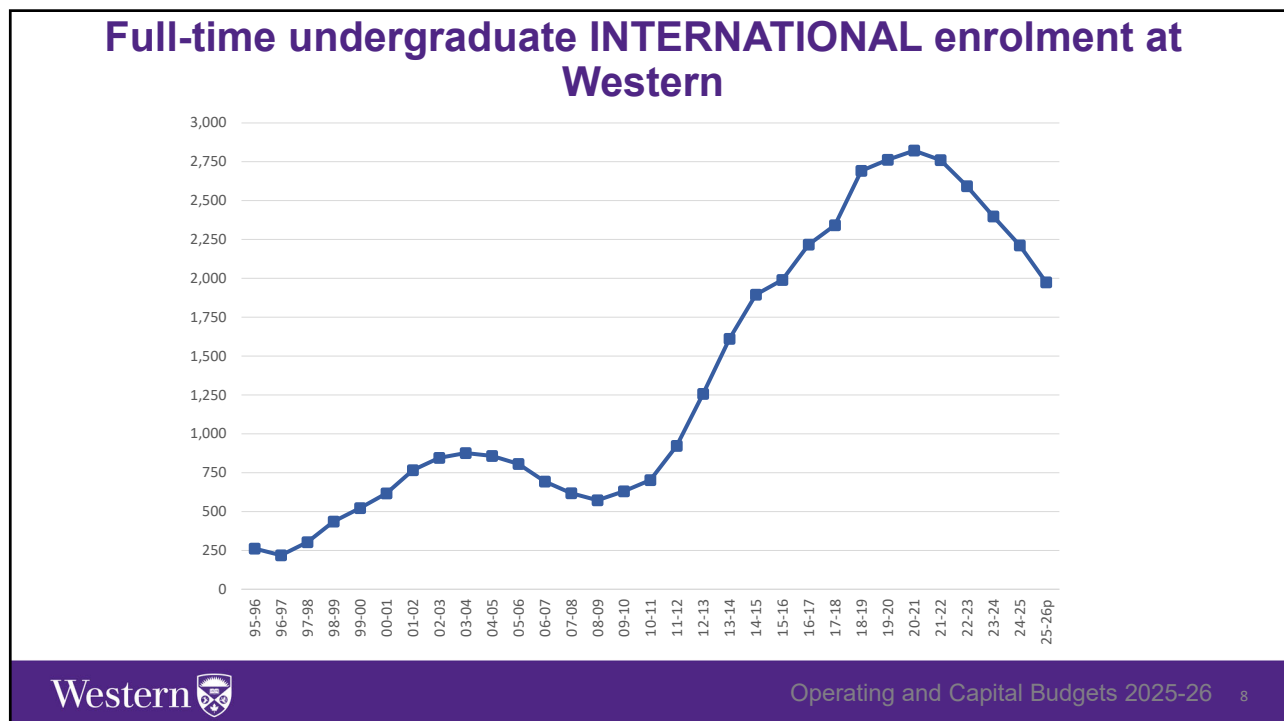
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## Strategic budget priorities 2025-26

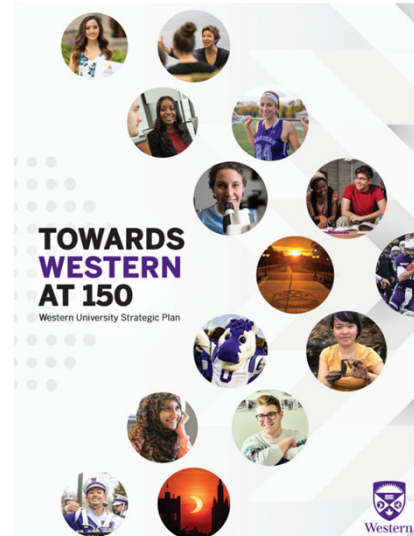
### Align with Western's Strategic Plan priorities

- Academic and Research Excellence
- Student Success
- Campaign

### Build on previous investments

- Engineering, Nursing program expansions
- International undergraduate student recruitment
- Fundraising campaign support
- Research-related initiatives

### Ensure alignment of revenues and expenditures



## Revenue forecast 2025-26

## Revenue Components and Tuition Recommendations

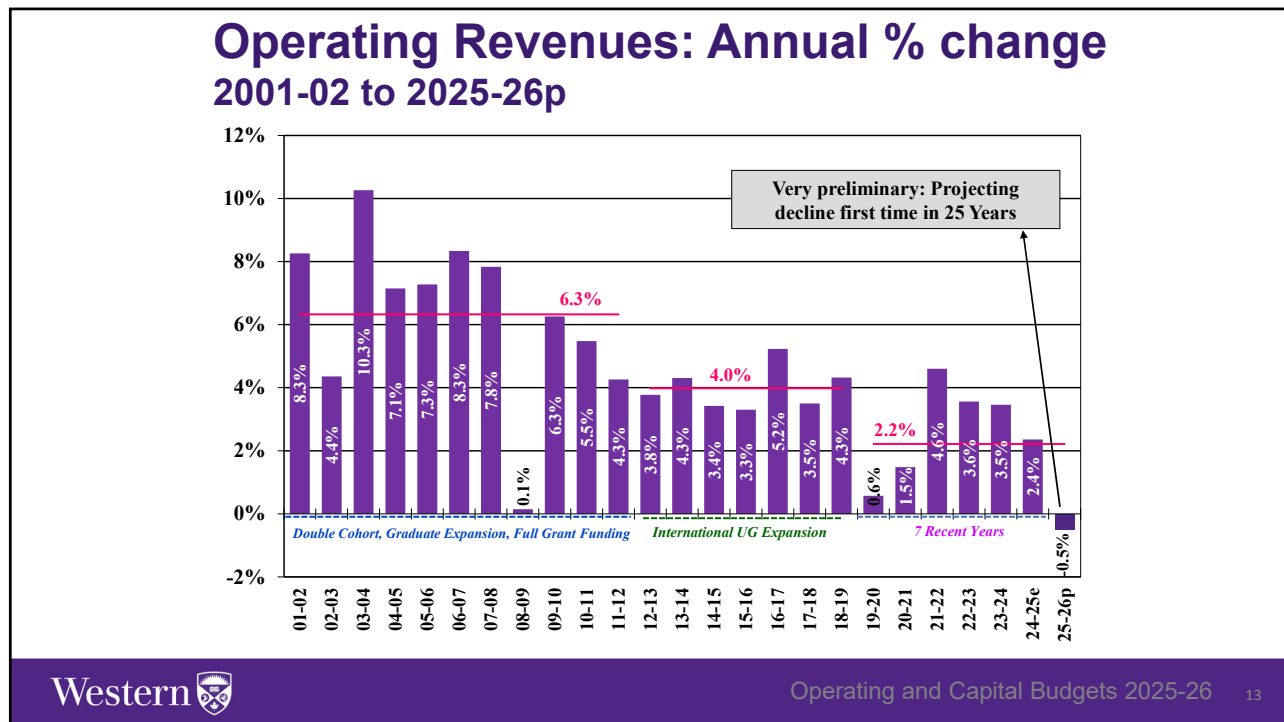
- Enrolment Plans - SUEPP/SCUP/Senate approved
- Domestic Tuition - frozen, except for:
  - Out-of-Province - 5 per cent increase
  - Tuition anomalies - Undergraduate Computer Science and MOS
- International tuition increases
  - Most undergraduate programs - 3 per cent
  - Research masters - 2 per cent
  - Most professional masters and EdD - 3 per cent
  - PhD - frozen, same as domestic tuition
- Grants - frozen, except for time-limited grant

11

## Operating Revenue Forecast for 2025-26 (\$M)


	2024-25 e	2025-26 p	\$ Change	% Change
Core Operating Grant	279.8	279.8	0	0.0%
Time-Limited Provincial Grant	8.4	14.2	5.8	69.0%
Other (Special Purpose) Grants	26.8	27.4	0.6	2.2%
Sub-Total Government Grants	315.0	321.4	6.4	2.0%
Tuition Revenue: Regular	390.8	377.7	-13.1	-3.4
Tuition Revenue: Self-Funded	110.7	112.1	1.4	1.2%
Sub-Total Tuition Revenue	501.5	489.9	-11.8	-2.3%
All Other Revenue	123.4	124.2	0.8	0.6%
<b>Total Operating Revenue</b>	<b>940.0</b>	<b>935.4</b>	<b>-4.6</b>	<b>-0.5%</b>

12



13

## Summary of 2025-26 Operating Budget

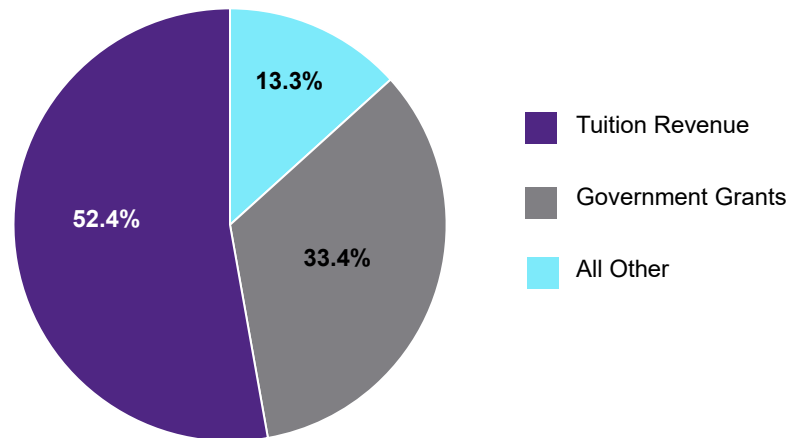
Western 

Operating and Capital Budgets 2025-26 14

14

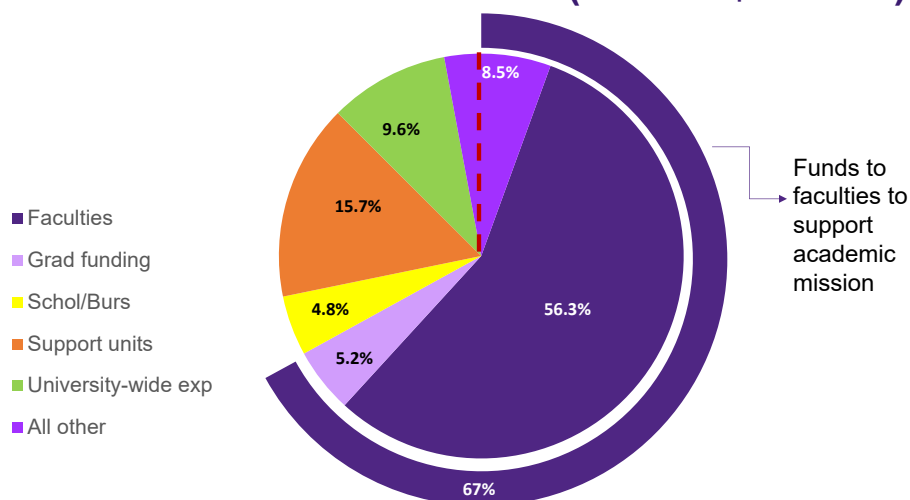


## Projected 2025-26 operating revenues (Total = \$935.4M)



15

## Projected 2025-26 operating expenditures Total base and one-time combined (Total = \$943.1M)



16

## Summary of 2025-26 operating budget (Table 2)

Revenue forecast = \$ 935.4M

Expenditure plan = \$ 943.1M

Projected in-year position: **-\$7.7M**

Projected operating reserve: **\$44 M**

17

## 2025-26 Capital Budget

18

## Next set of major capital projects

- Supports long-range space plan (Page 35, Table 13)
- Projects underway or in advanced planning (*Category 1*)
  - New Engineering Building
  - Undergraduate Residence – University Drive Location
  - Donald K. Johnson Leadership Centre in Toronto (Ivey)
  - The Bioconvergence Centre
  - Pathogen Research Centre Facility
  - Renewal of Facilities at the West Campus (formerly Brescia University College)
  - University Drive Bridge replacement

## Overview of 2025-26 Capital Budget

Total spending of \$252.6M (table 14, line 10)

**\$129.5 M for new construction**

(Table 17, line 14)

**\$24.6M for major renovations**

(Table 17, line 22)

**\$98.5M for all other expenditures**

- Utilities and infrastructure
- Modernization of academic facilities
- General maintenance and modernization
- Housing and ancillary projects

## Questions & Discussion



Operating and Capital Budgets 2025-26 21

21



22



1

# **Affirming Declarations of Indigenous Citizenship or Membership**

Presentation to Senate

April 25, 2025

2

## Today's Agenda

1. Policy Overview
2. Affirmation Process
3. Implementation
4. Q & A



Affirming Indigenous Citizenship/ Membership

3

## Policy Overview



Affirming Indigenous Citizenship/Membership

4

## Purpose

- Safeguard against Indigenous ethnic fraud while demonstrating respect for Indigenous Peoples
- Implement an affirmation process that is informed and led by local Indigenous Peoples, and Indigenous community members at Western



Affirming Indigenous Citizenship/ Membership

5

## Background

- Designated roles/ opportunities have emerged in response to Indigenous underrepresentation in postsecondary education institutions.
- Reliance on voluntary and unverified Indigenous self-identification has led to many instances of Indigenous ethnic fraud causing significant harm.



Affirming Indigenous Citizenship/ Membership

6

## Background

- Indigenous people have long advocated for institutional processes to safeguard against Indigenous ethnic fraud through processes that are:
  - Indigenous designed and led; and
  - responsive to the socio-political and legal developments occurring outside the university.



Affirming Indigenous Citizenship/ Membership

7

## Scope

- Applies to everyone who makes a declaration of Indigenous citizenship/ membership within both designated and non-designated roles that results in advantage at Western.
  - **Material advantage:** designated opportunities or preferential treatment for admission, bursaries, awards, recruiting, service positions, roles, collective agreement benefit
  - **Intangible benefits:** influence, authority, perspective



Affirming Indigenous Citizenship/ Membership

8



## Guiding Principles

- Honour the sovereignty and relational processes of local Indigenous Nations to determine Indigenous citizenship/ membership
- Provide a welcoming, and culturally safe environment for Indigenous peoples to declare their Indigenous citizenship /membership

## Affirmation Process & Documentation

## In Step with Sector

- Indigenous designed and led (accountability to Indigenous Nations)
- Broad application - policy applies to all or prospective members of the University community (whether staff, student, faculty member, etc.)
- Focus on “Citizenship or Membership” - not identity



Affirming Indigenous Citizenship/ Membership

11

## Modes of Affirmation

- Statement of Relational Positionality
  - Demonstrating lived-experience, connections, lineal descent, responsibilities, colonial impacts
- Requiring two documents proving citizenship or membership to the Nation who claims the individual
  - E.g., cards, reference letters, birth certificates



Affirming Indigenous Citizenship/ Membership

12

## Affirmation Process

- Indigenous Affirmation Advisory Committee (IAAC)
  - composition includes local Indigenous community members
  - provides oversight of the affirmation process, and requests additional information in situations with inconsistencies or deficiencies.
- Additional pathways to affirmation available when documentation is not available due to colonial displacement



Affirming Indigenous Citizenship/ Membership

13

## Implementation



Affirming Indigenous Citizenship/ Membership

14

## Implementation

- Successful pilot of the draft for several months now.
- Living document that will be updated every three years.
- Once ratified by the Board of Governors, the Policy will be applied across campus.



Affirming Indigenous Citizenship/ Membership

15

## Mitigation Planning

- Broad consultation with diverse groups
- Operational procedures devised to receive, store, and destroy confidential documentation
- Pathways for appeal, if desired by applicant
- Policy aligned with federal guidelines and reports pertaining to Indigenous citizenship and membership (e.g., Tri-Council Policy on Indigenous Citizenship and Membership)



Affirming Indigenous Citizenship/ Membership

16

## Communications Plan

- Strategy developed in collaboration with Western Communications.
  - See Office of Indigenous Initiatives' webpage for supportive resources
    - ✓ information packages
    - ✓ FAQ documents for different audiences



Affirming Indigenous Citizenship/ Membership

17

## Key Messaging

- Western is “advancing reconciliation with Indigenous communities” (*Towards Western at 150*)
- Moving beyond the harmful practice of self-identification without verification.
- Indigenous developed and led policy contributes to a safe, inclusive, and diverse culture at Western.



Affirming Indigenous Citizenship/ Membership

18

## Firm Foundations

- Policy is premised upon the building blocks established by:
  - *Truth and Reconciliation Commission of Canada;*
  - *United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP);*
  - *Towards Western at 150; and*
  - *Western's Indigenous Strategic Plan*



Affirming Indigenous Citizenship/ Membership

19

## Questions?



Affirming Indigenous Citizenship/Membership

20