



UWSA

THE UNIVERSITY OF WINNIPEG
STUDENTS' ASSOCIATION

Open Session Package

July 28, 2021 Meeting
of the UWSA Board of
Directors

This package contains minutes and
motions duly submitted to the Chair
of the UWSA Board of Directors

Table of Contents

Page 3	Open Session Minutes of the June 30, 2021 Meeting of the UWSA Board of Directors
Page 17	Open Session Minutes of the July 12 Meeting of the UWSA Student Life Committee
Page 19	Open Session Minutes of the July 21 Meeting of the UWSA Finance and Operations Committee
Page 21	Addendum to F&O 210721 OPEN - IT Purchase Proposal
Page 27	Co-Chair Letter
Page 30	Sub-Committee Appointments
Page 32	MAPSS Membership Motion
Page 33	MAPSS Constitution
Page 46	MAPSS Lobbying - By-Law and Policy Recommendations to Government of Manitoba 2020-2021

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

Board in Attendance:

Chair of the Board: Anjola Aderinto

President: Kiratveer Singh Hayer

Vice-President External Affairs: Jonathan Henderson

Vice-President Student Affairs: Reza Saker

Accessibility Director: Sarah Anderson

Arts Director: Umar Awan

Business and Economics Director: Bedel Shafe'a

Community Liaison Director: Shawna Péroquin

Emerging Leader Director – 2 Year Term: Faith Marcial

Emerging Leader Director - 1 Year Term: Chhavi Dhir

Environmental Ethics Co-Director: Adhiraj Majumder

Environmental Ethics Co-Director: Navdeep Singh

International Students Co-Director: Riya Katia

Part-Time/Mature Students' Director: Clifford Stornel

Student Living Director: Ifeoma S. Onyekwelu

Urban and Inner-City Director: Dagen Perrott

Board Absent:

International Students' Co-Director: Priyanshu Setia

Recreation & Athletics Co-Director: Will Sass

University of Winnipeg Students' Association Board of Directors
OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.
Virtual Meeting due to the COVID – 19 Pandemic

Science Director: Bavleen Kaur

Women, Trans & Non-Binary Co-Director: Gursimran Kaur

Women, Trans & Non-Binary Co-Director: Mansi K. Joshi

Staff in Attendance:

Jennifer Black, General Manager

Thomas Hanan, Admin Assistant: Interim Secretary

Karolya Vargscarr, Chief Operating Officer

Open Session

1. Call to Order

The regular monthly meeting of the University of Winnipeg Students' Association Board of Directors was held on Wednesday June 30, 2021 via a virtual meeting due to the COVID-19 pandemic. The Chair called the meeting to order at 5:34 p.m. Following the confirmation of quorum, the house continued to the agenda.

2. Introduction Circle

3. Approval of the Order of Business

Jonathan H. requests to add item 7.C – Sacred Fire Donation

Kirt H. requests to add Item 9.B – Strategic Planning Update

Shawna P. moves to approve order of business as amended.

Motion carries.

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

4. Special Business

a. Resignation

J. Black received a resignation from Hasini Abeyseker as Secretary of the Board of Directors. Hasini served 3 years in the role, which is the maximum a director can serve as per the UWSA By-laws.

Dagen P. moves to approve the resignation.

Motion carries.

b. Final Report of the 2021 General Election

J. Black explains that no one from the election team could attend to share the report but it is in the package. Consultations around the elections will be happening soon so that all participants can share their experiences.

Cliff S. moves to approve the election report.

Motion carries.

5. Consent Agenda

a. Reports

i. Executive Reports

a) Kirt H.

- Recently spoke to UWinnipeg Foundation, and talked about the Alumni Committee about upcoming plans.
- Attended Board Orientation last week and presented on the Executive Charter for 2021-2022.

University of Winnipeg Students' Association Board of Directors
OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.
Virtual Meeting due to the COVID – 19 Pandemic

- Attending the Sacred Fire this evening.

b) Jonathan H.

- Has had a lot on his plate; Waiting for posters to put up for Healthcare for All Campaign to help international students and others who do not have required ID for vaccinations
- Very involved in Sacred Fire camp at Legislative building, contact him or Shawna for information, encourages people to come out.
- Has worked on motion that was added to new business for a donation to the Sacred Fire and is reaching out UofW Administration to match the donation.
- Additionally working to provide orange shirts to students, staff, and faculty of campus in partnership with UofW.
- Campus will be lit orange while Sacred Fire is going and it will go on until all residential schools are searched.
- Working on long term ideas around creating a bursary for intergenerational survivors of the residential school system.

c) Reza H.

- Brought Alternative Grading motion to senate on June 22, and unfortunately the motion failed by a slim margin.

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

- Working on help students through focused advocacy since alternative grading will not be in place.
- Advocacy was busy in June, met with around 10 students and attended meetings of the Senate Academic Standards and Misconduct as support.
- Attended orientation for the Senate and Board of Regents.

ii. Director Reports

a) Sarah A.

- Focused on the More Than a Door Campaign
- Has a meeting with Administration at the University to talk about their Accessibility Policy.
- Met with K. Vargscarr about accessibility training for people who are hired within UWSA. Working on training modules to make the training more universal.

b) Dagen Perrott

- Explains UIC to new directors to help with understanding the differences in their programs.
- Past month and a half working with the Merchants Corner board to hire full time staff, to help the students have access on a larger scale.

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

- The UIC / UWSA office at Merchants Corner is moving to the second floor, helping to establish more student space.
 - Also sitting on the board for a new community development building and residence opening up on Selkirk.
 - Planning how to transition back to in-person safely.
- c) Ifoema Onyekwelu
- Attended Board Orientation last week.
- d) Faith Marcial
- Attended Board Orientation last week.
- e) Riya Katia
- Attended Board Orientation last week.
- f) Cliff S.
- Attended Board Orientation last week.
- g) Adhiraj M.
- Making plans for campaigns for the summer.
- h) Umar A.
- Brain storming ideas for the upcoming terms, and hopefully share something next meeting.
 - Attended the board orientation.
- i) Shawna P.

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

- Attended Board Orientation last week
- Continued work on Truth and Growth, and had a workshop in May.
- Holding camp at legislative Sacred Fire until the fall.

j) Navdeep S.

- Working with Adhiraj on campaign plans for the summer.

k) Bedel S.

- Plan to meeting with BASA, JDC West, and UWASA to build collaborative projects.

b. Minutes

i. BOD 210421 OPEN

ii. DMC 210408 OPEN

iii. DMC 210513 OPEN

Sarah A. moves to approve entire consent agenda omnibus

Motion carries.

6. Communications

a. U-Pass Update – For Information

Kirt H. asked if anyone has questions from the package. Dagen P. asks if there are ways to support students with specialized funding that cannot be spent on transit purchases. Kirt H. says they have been talking to administration about a

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

flex parking pass and suggested a meeting to talk about other possible solutions.

Sarah A. requested to be part of that meeting as it relates to accessibility needs.

b. Indigenous Advisory Circle Update – For Information

Jonathan H. said they are a little behind schedule, and working on making the application for membership. Will be heavily focusing on it over the summer and have it ready for September.

7. New Business

a. Committee Appointments

J. Black calls for directors to volunteer for committees. Reza H. noted that since they are an all-men executive team, they are requesting women and gender diverse directors to volunteer for Executive Committee.

Jonathan H. moves:

BE IT RESOLVED THAT the UWSA strike the committees of the board with the following director appointments:

- **By-Law & Policy**
 - **Clifford Stornel, Dagen Perrott, Shawna Péloquin, Kiratveer**

Hayer

- **Student Life Committee**

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

- **Clifford Stornel, Chhavi Dhir, Faith Marcial, Ifoema Onyekwelu,
& Riya Katia**
- **Campaign and External Relations Committee**
 - **Adhiraj S. Majumder, Chhavi Dhir, Navdeep Singh & Shawna
Péloquin**
- **Finance & Operations Committee**
 - **Adhiraj S. Majumder, Bedel Shafe'a, Dagen Perrott & Navdeep
Singh**
- **Executive Committee**
 - **Bedel Shafe'a & Sarah Anderson**

Motion carries.

b. UWSA Day Care Vaccination Policy

K. Vargscarr presented the vaccination policy:

UWSA Day Care Centre - Vaccination Policy
(the “Policy”)

PURPOSE

The UWSA Day Care Centre (the “Day Care”) has an ongoing legal obligation to ensure the safety, health, and well-being of all its employees and the children in its care. An important part of this obligation is to provide and maintain a workplace free of recognized hazards.

The Day Care is adopting this Policy in order to safeguard the health and well-being of all employees and the children in its care, and the community from COVID-19.

As designated by the Province of Manitoba during the COVID-19 pandemic, daycares, including the Day Care, provide a critical service. The Day Care’s employees, by nature of its operations,

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

comes in close and frequent contact with children between the ages of 3 months and 6 years old, which children are not eligible for COVID-19 vaccinations and thus are more vulnerable to contract and transmit COVID-19. Further, COVID-19 vaccinations have been approved by Health Canada for individuals over the age of 18 (and in some cases, above the age of 12), the effectiveness of such vaccines is very high, and the risks associated with the approved COVID-19 vaccinations have been determined to be low. As a result, the Day Care considers vaccinations of its employees against COVID-19 as a necessary job requirement in order to reduce the risk of COVID-19 transmission within the workplace and/or to the children in its care.

This Policy shall be interpreted to comply with all applicable laws and is implemented based on guidance from the Public Health Agency of Canada and local health authorities, as applicable.

This Policy sets out the occupational requirements and procedures of employees to (i) obtain a vaccination; and (ii) provide the Day Care with proof of vaccination, as applicable.

This Policy may be revised from time-to-time in the sole discretion of the Day Care to address any changes or new requirements of the Manitoba government and/or public health in Manitoba.

SCOPE

This Policy applies to employees of the Day Care.

REQUIREMENTS

All employees are required to receive COVID-19 vaccinations at the earliest opportunity once eligible for a COVID-19 vaccination and a vaccination appointment is available, unless a reasonable accommodation is requested and can be provided without undue hardship to the Day Care. This requirement applies to both first and second doses of COVID-19 vaccinations, as well as any subsequent boosters recommended by Public Health.

Any breaches of this Policy may be subject to discipline, up to and including termination of employment. In the event that an employee elects not to comply with the terms of this policy for reasons other than a legitimate / approved accommodation request, said employee will no longer be permitted to work on the premises of the Day Care.

PROCEDURES

Once an employee is eligible to receive a COVID-19 vaccination, they are required to obtain a COVID-19 vaccination at the earliest available opportunity.

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

To facilitate the employee's ability to receive a COVID-19 vaccination and in accordance with applicable law, the Day Care will provide paid vaccination leave of up to three (3) hours, subject to the employee providing confirmation of their vaccination appointment date and time.

To confirm that an employee has received a COVID-19 vaccination, they must submit written proof of immunization to the Day Care Centre Director. All information unrelated to the COVID-19 vaccination may be redacted. The Day Care regards all such information as confidential, as set out below.

Any requests for accommodation should be made to the Day Care Centre Director and will be considered if the request is legitimately based on grounds protected by *The Human Rights Code*. The Day Care will engage in a cooperative process to determine if there is a legitimate ground for the request and if a reasonable accommodation can be provided that does not give rise to undue hardship. As is their legal obligation, the employee requesting accommodation must participate in this process and provide reasonable and necessary information requested by the Day Care related to the accommodation request, failing which the Day Care may be unable to provide any accommodation.

CONFIDENTIALITY

The Day Care will maintain all personal health information provided by the employee in confidence. The information will be kept in a secure location by the Day Care Centre Director and accessed by others only on a "need to know" basis where that need is consistent with a legitimate business reason.

Legal counsel supported the Day Care Management Committee to write the policy. A policy is needed to protect the Daycare staff, but accommodations need to be made to protect the UWSA from legal action.

Sarah A. asks how conversations are being carried out with staff who are refusing vaccination. K. Vargscarr explains that if an employee cannot get a vaccine, they will have the conversation with legal counsel and talk about working alternatives that will not involve contact with the children. Dagen P. asks

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

if there are supports for employees around the vaccine process. K. Vargscarr shares that they are offered extra sick time to get vaccinated and no one will miss out on income. The pressure is unavoidable with vaccination anxiety. Cliff S. and Ifeoma O. bring up employees who just do not want to get vaccinated. K. Vargscarr says just not wanting to is not an acceptable reason for accommodation within the policy and could terminate employment. Any human rights related reason, protected characteristic, and health including mental health exemptions are acceptable reasons for accommodation. Shawna P. highlighted the importance of the conversation continuing if it is approved. This is a conversation that is not even happening at the national level yet.

Kirt H. Moves to approve the UWSA Day Care Centre - Vaccination Policy

Motion carries.

Abstention: Sarah A.

c) Sacred Fire Donation

Jonathan H. explains that a Sacred Fire camp has been established on the east lawn of the Manitoba Legislative grounds, to occupy the lands and keep a fire until all residential school grounds have been searched. It is important to support the Sacred Fire and he is currently

University of Winnipeg Students' Association Board of Directors
OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.
Virtual Meeting due to the COVID – 19 Pandemic

working on getting the University to match the donation. This donation can make a positive impact because the camp is in need of resources in order to be viable for the long stay.

Bedel S. asks how they came up with the amount, to which Jonathan H. answers that working with Shawna and being at the camp there are a lot of supplies needed. CFS sent \$500 donation and Jonathan has been working with many organizations to support the camp.

Shawna P. shares her conflict of interest and abstains from the vote because she is a key organizer, but will remain to help answer questions.

Jonathan H. moves:

BE IT RESOLVED THAT the UWSA provide a \$2,500 donation to the Sacred Fire keepers to be expensed from the Admin, Donations budget.

Motion carries

Abstentions: Shawna P.

Reza S. move to enter closed session and invite attending staff.

Reza S. further moves that the board recess for a ten-minute break.

Motion Carries.

Closed Session

University of Winnipeg Students' Association Board of Directors

OPEN Session Meeting Minutes, June 30, 2021 – 5:30 p.m.

Virtual Meeting due to the COVID – 19 Pandemic

8. Consent Agenda

a. Minutes

i. BOD 210421 CLOSED

ii. BOD 210428 CLOSED

9. Communication

a. Return to Campus Strategy – For Information

b. Strategic planning

c.

10. New Business

a. Resignation for approval

11. Other Business

a. Next meeting of the board – July 28, 5:30 p.m.

12. Adjournment

Reza S. moves to adjourn at 7:43 p.m.

Motion Carries.

Student Life Committee – Open Session Minutes July 12, 2021

Virtual Meeting due to Covid-19 Pandemic



In attendance:

Chair – Reza S. Hossain, Vice President Student Affairs

Member – Clifford Stornel, Part-Time/Mature Student Director

Member – Faith Marcial, Emerging Leader Director

Member – Ifoema Onyekwelu, Student Living Director

Absent:

Member – Riya Katia, International Students’ Director

Member – Chhavi Dhir, Emerging Leader Director

Staff in attendance:

Sam Sarty, Events Manager

Scribe – Thomas Hanan, Admin Assistant

1) Call to Order

Reza H. calls the meeting to order at 12:02 PM. Followed by a circle of introductions.

2) Approval of the Order of Business

Cliff S. moves to approve order of business

Motion carries

3) New Business

- a. S. Sarty shares events plan for Roll Call 2021: September 8-10;

With the University hoping to be 35% open, they are planning some in person activities, pending approval from the Risk Management Committee at the University. They plan to have a Swag Bag table set up on the quad (11am-3pm), CKUW might do some DJing for the event, silent auction, and they are arranging food trucks; Diversity, Kyu Grill, and Aboriginal Fusion. Planning for it to be a pick-up and go event, but depending on the status of the pandemic they may be able to set up some tables. The University is having Pride events that could be mentioned in the Roll Call programming, as well as the Sherbooke Street Festival. Looking into an afterparty event at the Beer Can on Granite Street, and could get a local band.

For Virtual Roll Call, S.Sarty shares that on the Wednesday they are planning on doing a virtual escape room through Outwit Adventures, then they are arranging a film screening at 9PM on the rooftop of the WAG, as well as working with Winnipeg Film Group to try and show *In The Heights* or *Raya and the Last*

Student Life Committee – Open Session Minutes July 12, 2021

Virtual Meeting due to Covid-19 Pandemic



Dragon. On the Thursday they are planning another virtual dance class with Studio 393 that went well last Roll Call.

Faith M. recommends Baba Perogies or Little Bones as other Food Truck Options, and recommends a band called Encore. For Virtual Roll Call Faith M. recommends a virtual game similar to “Mario Kart”, she forgot the contact’s name for it but is going to find it and send it to S. Sarty.

4) Adjournment

Faith M. moves to adjourn at 12:23 P.M.

Motion Carries.

Finance and Operations Committee – Open Session Minutes

July 21, 2021

Virtual Meeting due to Covid-19 Pandemic



In attendance:

Chair – Olayemi Olaleye, Chief Financial Officer

Member – Adhiraj S. Majumder, Environmental Ethics Co-Director

Member – Bedel Shafe’a, Business and Economics Director

Member – Dagen Parrot, Urban and Inner City Studies Director

Member – Navdeep Singh, Environmental Ethics Co-Director

Advisor – Karolya Vargscarr, Chief Operating Officer

Secretary – Jennifer Black, General Manager

1) Call to Order

Meeting called to order at 1:03 p.m.

Bedel moves that the meeting enters closed session with an invitation to K. Vargscarr and J. Black

Motion carries

2) Closed Session

a. UW – UWSA Fall Study Space Request – For Approval

b. COO Executive Recruitment Proposals – For Approval

c. COO Transition and Contract – For Approval

Bedel moves to recess at 1:33 p.m. and reconvene at 5 p.m.

Motion carries

Bedel moves to reconvene at 5:02 p.m.

Motion carries

In attendance:

Chair – Olayemi Olaleye, Chief Financial Officer

Member – Adhiraj S. Majumder, Environmental Ethics Co-Director

Member – Bedel Shafe’a, Business and Economics Director

Member – Dagen Parrot, Urban and Inner City Studies Director

Secretary – Jennifer Black, General Manager

Absent:

Member – Navdeep Singh, Environmental Ethics Co-Director

Advisor – Karolya Vargscarr, Chief Operating Officer

Finance and Operations Committee – Open Session Minutes

July 21, 2021

Virtual Meeting due to Covid-19 Pandemic



Bedel moves to enter open session

Motion carries

3) Communications

4) New Business

a. IT Purchase Proposal – For Approval
Info Booth Computer Replacements

J. Black presents the proposal to replace two computers at the Info Booth with updated models. The current computers are far out of date and past operating capacity. The replacements will allow faster and smoother service for students.

Adhiraj moves to approve up to \$3,200 of capital funds for the purchase of new computers for Info Booth.

Motion carries

Service Assistant MacBook

J. Black presents the proposal to purchase a workstation for the newly created Services Assistant position. The proposal includes the standard MacBook assigned to all departmental assistants.

The committee asks for information on the UWSA's depreciation policy. O. Olaleye responds that the expected depreciation is a five year period and that he will send additional information about depreciation to the committee.

Dagen moves to approve up to \$1,900 of capital funds for the purchase of a laptop for the Services Assistant.

Motion carries

5) Adjournment

Bedel moves to adjourn at 5:24 p.m.

Motion carries



UWSA

THE UNIVERSITY OF WINNIPEG
STUDENTS' ASSOCIATION

IT Purchase Proposal

Finance & Operations Committee

July 21, 2021

Jennifer Black – General Manager

INFO BOOTH COMPUTER REPLACEMENTS

Info Booth is the hub of UWSA's retail operations including the point of sale for all Canada Post, Winnipeg Transit, lab manuals, printing, and other retail services at the core of campus life. Info Booth additionally acts as a point of service for the Health Plan, advising students on how to access to the plan and supporting the hectic opt-change season. During the campus lockdown, Info Booth found creative workarounds to ensure consistent services for students and is a pillar of the UWSA's forward facing operations.

Info Booth needs computer upgrades to continue offering high quality service. I was unable to find a record of the last time computers were purchased for Info Booth but, based on their current model, I'd estimate that the current computers were purchased more than 10 years ago. The lifespan of a well-maintained, high-usage computer is typically considered to be between 5 – 8 years.

The attached quote by Campfire Technology Group provides two new computers and three monitors for the two Info Booth workstations (the front window and the Health Plan kiosk). The additional monitor at the front window will allow workers to keep multiple point of sale screens open simultaneously thereby processing purchases more expediently.

Campfire estimates a total cost of \$2,988.16 and we are requesting approx. \$200 in flexibility to account for market price variation.

SERVICES ASSISTANT LAPTOP

A new part-time assistant position was created to support the Services Manager, necessitating a workstation for the new hire. The attached proposal from Apple Commerce includes the standard MacBook provided to all department assistants.

Apple estimates a total cost of \$1,712.26 and we are requesting approx. \$200 in flexibility to account for market price variation.

MOTION RECOMMENDATION

BE IT RESOLVED THAT the Finance & Operations Committee approves up to \$3,200 of capital funds for the purchase of new computers for Info Booth.

BE IT FURTHER RESOLVED THAT the Finance & Operations Committee approves up to \$1,900 of capital funds for the purchase of a new laptop for the Services Assistant.



Campfire

TECHNOLOGY GROUP

Estimate

From

Campfire Technology Group Inc.

310-330 St. Mary Ave
Winnipeg, MB
R3C 3Z5

Estimate Id | **804**
Issue Date | 2021-07-19

Estimate For | **The University of Winnipeg Students' Association**
The University of Winnipeg
Students' Association
Bulman Students' Centre
0R30-515 Portage Avenue
Winnipeg, MB R3B2E9

Item Type	Description	Quantity	Unit Price	Amount
Hardware	Viewsonic VG2248 22" Full HD WLED LCD Monitor - 16:9 - 22" Class - 1920 x 1080 - 16.7 Million Colors - 250 Nit - 7 ms - HDMI - VGA - DisplayPort	3.00	\$290.00	\$870.00
Hardware	Dell OptiPlex 3000 3080 Desktop Computer - Intel Core i3 10th Gen i3-10100T Quad-core (4 Core) 3 GHz - 8 GB RAM DDR4 SDRAM - 128 GB SSD - Micro PC - Black - Windows 10 Pro 64-bit - Intel DDR4 SDRAM - English Keyboard - IEEE 802.11ac - 65 W	2.00	\$899.00	\$1,798.00

Subtotal **\$2,668.00**

GST (5%) **\$133.40**

PST (7%) **\$186.76**

Estimate Total \$2,988.16

Notes

All hardware and software are special order and can not be returned without approval from Campfire Technology Group.
All labour is estimate only and you will be charged actual time on task at regular labour rates.
Company Registration Number GST: 761704683RT0001



Proposal

Proposal Number

2110235118

Account Number/Name

1120735

THE UWSA

Created On

07/19/2021

Created By

A.J. Potrebka

Thank you for creating your proposal, details are provided below. You can access this proposal from your [Custom Store](#) by searching proposal number 2110235118.

Item	Product / Description	Total Quantity	Unit Price	Total Price
1	MGN63LL/A 13-inch MacBook Air: Apple M1 chip with 8-core CPU and 7-core GPU, 256GB - Space Gray	1	1,299.00	1,299.00 CAD
			Recycle Fee	0.80 CAD
	Specifications			
	<ul style="list-style-type: none"> System on Chip (SoC): Apple M1 chip with 8-core CPU, 7-core GPU and 16-core Neural Engine Memory: 8GB unified memory Storage: 256GB SSD storage Input: Touch ID Thunderbolt: Two Thunderbolt / USB 4 ports Trackpad: Force Touch trackpad Display: Retina display with True Tone Keyboard Language: Backlit Magic Keyboard - US English Accessory Kit: Accessory Kit 			
2	S9751Z/A AppleCare+ for MacBook Air	1	229.00	1,299.00 CAD
			Subtotal	1,528.80 CAD
			G.S.T./H.S.T. T.P.S./T.V.H.	76.44 CAD
			P.S.T./Q.S.T T.V.P./T.V.Q	107.02 CAD
			Total	1,712.26 CAD

Please note that your order subtotal does not include sales tax or rebates. Sales tax and

rebates, if applicable, will be added when your order is processed. Your order total may include estimated sales tax that is subject to change at the time your order is processed.

How to Order

If you would like to convert this Proposal to an order, log into your [Custom Store](#) and select 'Proposal' from the pull-down menu. Search for this Proposal by entering the Proposal Number referenced above.

Note: A Purchaser login is required to order. Visit your [Custom Store](#) to login or create your Purchaser Apple ID.

The prices and specifications above correspond to those valid at the time the Proposal was created and are subject to change. Purchases are subject to the terms and conditions of your agreement with Apple and the Apple Store for Retail Business.

Copyright © 2021 Apple Inc. All rights reserved.

Greetings Board,

First things first, I would like to acknowledge everyone in the room. Thank you all for being here and the work all of you do. As many of you already know, last year was incredibly tough for everyone involved. Not only were we faced with a harmful reality of what was going on but there were members of the institute who were harmed. Being a member of the Board last year, it was my responsibility to create major change in a very short time, which is not something I take lightly.

This year Anjola and I decided to split the role of the chair into a co-directorship. This decision was taken with due consideration of a number of factors that will be explained below. This decision was not taken overnight, but rather, it came to be after ongoing conversations with the staff. The co-chairing idea is to allow for flexibility to accommodate the dynamic needs of this board now and in the future. It will also ensure that the chair has enough support that may be required in functions such as agenda creation, by-law and policy support. Furthermore, it will ensure an eventual smooth transition in the near future if need be. Co-chairing also ensures a second perspective on managing the board. As an outgoing director, this allows me to relate to current directors, support their projects and the work they do but also, become a source for new directors if/when any questions or concerns arise. We also decided to split roles within this position. The structure of the Board meetings will remain the same, as Anjola will chair them. However, the committee meetings will be chaired by me. Although this is what we know so far, there is room to grow.

When I was first appointed to the Board as the Menno Simons College Director in the summer, I was shown incredible support by all directors and the staff. One of those individuals was the interim chair. By having someone who had previous experience, expertise and knowledge, a kind demeanor and the willingness to help people; I was able to learn so much. The interim chair was also incredibly knowledgeable about the bylaws which

really helped during pivotal conversations. Flash forward to joining the Bylaws and Policy Committee and the hard work that was done on that committee. Being on that committee really allowed me to bring change that was urgently needed but also, take accountability of my own actions and how it might impact the Board.

Having previous experience on this Board, I do think that I qualify for this role. Firstly, I feel extremely accountable to the work that was done last year. I wouldn't be here if it weren't for last year's Board and the amazing work each of them were able to do (shoutout to you, you know who you are- Thank you!). With that being said, I acknowledge that there are cracks in the system and therefore, I am choosing to continue the work and learn from all of you.

Secondly, I am also willing to facilitate tough conversations that I may not be comfortable with. Personally, chairing for me is uncomfortable as I don't have that experience but I am willing to put myself in that situation. I am willing to stretch myself if it means doing the right thing. Lastly, this allows me to view the role of the chair from a completely different perspective. I was oblivious to the magnitude of the role and the responsibilities it entails. Being aware that the chair needs to run every single meeting no matter how tough it is, makes me appreciate this role, and more importantly, the individual even more.

I really hope this letter finds you well. I understand that co-chairing is very foreign and that we don't have all the answers. But if you do have any questions and concerns, please let me know and I'll do my best to answer. I really hope that we are able to work together on the Board this year and that I am able to learn from each one of you.

With Love and Gratitude,

Alizeh Faran (she/her)

MOTION TO THE UWSA BOARD OF DIRECTORS: THE BOARD SUBCOMMITTEE APPOINTMENTS

DATE: JULY 28, 2021

WHEREAS the subcommittee descriptions are as follows:

By-Law and Policy Committee:

- Review, draft, amend, or remove by-laws and policy and propose changes to the board or a general meeting of the membership.

Campaign and External Relations Committee:

- Approve Student Group applications;
- Approve Student Group funding requests;
- Recommend campaigns to the board and provide leadership on approved campaigns;
- Approve vendor and sponsor requests;
- Liaise with and lobby relevant governing bodies and promote campaigns of CFS and the UWSA.

Executive Committee:

- Conduct committee work where committees have not been struck or have failed to meet;
- Make recommendations on committee work to the board;
- Oversee UWSA Management and Human Resources;
- Oversee executive project work;
- Oversee risk-management.

Finance and Operations Committee:

- Draft budget and propose budget to the board;
- Review financial reports monthly and prepare reports for board review quarterly;
- Enforce transparency and accountability of UWSA financial practices;
- Review capital expenses, renovations, budgeted expenses over \$1000 and purchases that exceed set budgets and make expense recommendations to the board.

Student Life Committee:

- Advise on flagship events;
- Approve partnered events w/ community, students, or external organizations.

AND WHEREAS all directors of the board are required to sit on at least one subcommittee;

AND WHEREAS not all directors were present for the June 30, 2021 subcommittee appointment process.

BE IT RESOLVED THAT the UWSA strike the committees of the board with the following director appointments:

By-law and Policy Committee	4 Directors <ul style="list-style-type: none"> • Kirt • Cliff • Dagen • Shawna
Campaigns and External Relations Committee	Community Liaison Director 3 Directors <ul style="list-style-type: none"> • Adhiraj + Navdeep • Chhavi • Vacant
Executive Committee	2 Directors <ul style="list-style-type: none"> • Bedel • Sarah
Finance & Operations Committee	4 Directors: <ul style="list-style-type: none"> • Adhiraj + Navdeep • Dagen • Bedel • Vacant
Student Life Committee	4 Directors <ul style="list-style-type: none"> • Cliff Stornel • Faith • Ifeoma • Riya + Priyanshu

This motion is presented to give directors who have not yet signed up for a subcommittee the opportunity to volunteer for vacant seats.

Directors with multiple committee appointments may choose to forfeit a subcommittee seat so that someone else may fill it.

Please remember that co-directors share one seat on both the board and the subcommittees.

MOTION TO THE UWSA BOARD OF DIRECTORS: MAPSS MEMBERSHIP

DATE: JULY 28, 2021

MOVED BY: KIRT HAYER

WHEREAS the Manitoba Alliance of Post-Secondary Students (MAPSS) is a partnership between the University of Manitoba Students Union (UMSU), the Red River College Students' Association (RRCSA), and the University of Manitoba Graduate Students' Association (UMGSA).

AND WHEREAS the mission and vision of MAPSS is as follows:

Mission

To improve the accessibility, affordability, and quality of post-secondary education in Manitoba, and ensure all students receive fair and equitable treatment. MAPSS will fulfil its mission by advocating the Provincial Government and other relevant stakeholders by:

- Conducting research on issues concerning post-secondary students in Manitoba, including consultation with students province-wide.
- Developing policy briefs, formulating recommendations, and delivering ideas in a manner that prioritizes healthy dialogue.
- Organizing provincial educational and advocacy campaigns.

Vision

MAPSS will strive to be the gold standard for collaborative, professional student advocacy in the province of Manitoba, becoming a key stakeholder in consultations that impact post-secondary students.

MAPSS envisions a Manitoba where students are treated equitably, are provided numerous experiential learning opportunities, and experience barrier-free access to high-quality post-secondary education and supports.

AND WHEREAS the mission and vision of MAPSS aligns with the mission, vision, and values of the UWSA.

AND WHEREAS membership in MAPSS will allow the UWSA to build stronger relationships with other provincial student associations and increase students' collective capacity for advocacy and lobbying at the provincial level.

BE IT RESOLVED THAT the UWSA joins MAPSS as a member organization.



The Manitoba Alliance of Post-Secondary Students
Constitution

BE IT ENACTED as the constitution of The Manitoba Alliance of Post-Secondary Students (referred to hereafter as “the Organization”) as follows:

Ratified May 2021

Future amendment dates will be included in place of this statement.

Table of Contents

Territory Acknowledgement 2

Definitions 3

Preamble 4

Article 1: Name 4

Article 2: Mission 4

Article 3: Operating Cycle 4

Article 4: Membership 4

Article 5: Board of Directors and Positions of Title 7

Article 6: Meeting Protocol 10

Article 7: Elections and Appointments 11

Article 8: Transition 12

Article 9: Additional Documents 12

Article 10: Amendments to the Constitution 12

Article 11: Dissolution 12

Territory Acknowledgement

*The Manitoba Alliance of Post-Secondary Students acknowledges that its members live, work and study across the province of Manitoba on the original lands of the **Anishinaabeg, Dakota, Cree, Oji-Cree, Ojibway, and Dene** peoples, and on the homeland of the **Métis Nation**.*

We respect the Treaties that were made on these territories, remember the harms and mistakes of the past, and dedicate ourselves to move forward in partnership with Indigenous communities in a spirit of reconciliation and collaboration.

The Organization encourages its members to acknowledge the traditional territories of the Indigenous peoples on which their post-secondary institutions now operate.

By acknowledging this shared history at the commencement of formal meetings and community events, the Organization plays a small but meaningful role in allowing for these relationships to continue and for reconciliation to be honoured at each member's home institution.

Definitions

“Alumni Advisor“ refers to a former Director-at-Large elected among the outgoing board to serve as a non-voting member of the Board of Directors, with powers outlined in Article 5 and elected in accordance with Article 7

“Board of Directors” means the working board of the Organization composed in part by representatives from each member institution, further defined in Article 5

“Broader Student Body” refers to all students across disciplines attending a post-secondary institution in Manitoba, including but not limited to undergraduate, graduate, college, and polytechnic students

“Director” means a member of the Board of Directors

“Nomination Document” refers to the nomination form which must be completed and returned to the CRO in order for a candidate to be confirmed for a position of title

“Simple Majority” means 50% plus one

Preamble

The Manitoba Alliance of Post-Secondary Students was created in the summer months of 2020. At this time, it existed as an informal partnership composed of: the University of Manitoba Students' Union (UMSU), the University of Manitoba Graduate Students' Association (UMGSA), and the Red River College Students' Association (RRCSA).

As the Organization grows, this constitution will serve to provide fundamental rules and principles to inform future operations.

Article 1: Name

The name of the organization shall be "The Manitoba Alliance of Post-Secondary Students." In its abbreviated form, it shall be referred to as "MAPSS." Hereafter, it may be referred to as "the Organization" for the purposes of the constitution.

Article 2: Mission

To improve the accessibility, affordability, and quality of post-secondary education in Manitoba, and ensure all students receive fair and equitable treatment.

The Organization will fulfill its mission through provincial advocacy with the Government of Manitoba and other relevant stakeholders by:

- Conducting research on issues concerning post-secondary students in Manitoba, including consultation with students province-wide;
- Developing policy briefs, formulating recommendations, and delivering ideas in a manner that prioritizes healthy dialogue;
- Organizing provincial educational and advocacy campaigns.

Article 3: Operating Cycle

The Organization shall conduct its operating cycle in accordance with the standard student union, association, and council executive term cycle, beginning May 1st and ending April 30th of the following year.

Article 4: Membership

4.1 Current members include:

- (a) The University of Manitoba Students' Union (UMSU),
- (b) The University of Manitoba Graduate Students' Association (UMGSA),
- (c) The Red River College Students' Association (RRCSA),

4.2 Membership Criteria

A member:

- (a) Shall be a post-secondary student union, association, or council which represents the Broader Student Body of a post-secondary institution within the province of Manitoba,
- (b) Shall not represent a particular academic or vocational discipline exclusively,
- (c) Shall be considered active upon unanimous approval of the Board of Directors in addition to any necessary approval procedures of the prospective member regarding external organizations
- (d) May delegate representatives to attend any meetings of the Organization, and promote materials which are available to the public
- (e) May fully participate in organizational decision-making as detailed in Article 5,
- (f) Shall contribute financially where applicable, pursuant to the member union, association, or council expense approval procedures, and;
- (g) Shall maintain membership unless withdrawn in accordance with Article 4.5 on Withdrawal of Membership.

4.3 Observer Criteria

An observer:

- (a) Shall be a post-secondary student union, association, or council which represents the Broader Student Body of a post-secondary institution within the province of Manitoba,
- (b) Shall not represent a particular academic or vocational discipline exclusively,
- (c) Shall be considered active upon unanimous approval from the Board of Directors
- (d) May delegate representatives to attend meetings of the board and promote materials which are available to the public,
- (e) Shall retain speaking rights at the discretion of the chair
- (f) Shall not retain voting rights
- (g) May not occupy a position of title,
- (h) Need not be listed within formal governing documents,
- (i) Is said to be occupying an 'observership' with the Organization
- (j) May maintain its observership for one (1) operating cycle unless extended by the board of directors
- (k) May choose to contribute financially, pursuant to the member union, association, or council expense approval procedures, and
- (l) May withdraw their observership status according to the procedure outlined in 4.5 of the constitution.

4.4 Member Relations

The Organization shall respect the autonomy of members with regard to their respective by-laws, policies, and procedures.

4.5 Withdrawal of Membership or Observership

In the event that a member or observer intends to withdraw from the Organization, the member or observer must provide written notice to the board no less than thirty (30) days and no more than ninety (90) days before the effective date of its withdrawal. The effective date of withdrawal is May 1 of the operating cycle which follows the receipt of the written notice.

Article 5: Board of Directors and Positions of Title

5.1 Purpose

The Board of Directors of the Organization, hereafter referred to as “the board” shall be a working board, guiding the strategic direction of the Organization while also fulfilling management and technical functions. This includes but is not limited to:

- a. Directing and participating in the research, policy formation, lobbying, and campaign-based activities of the Organization;
- b. Overseeing the strategic direction of the Organization;
- c. Engaging in consultation with students in an equitable and inclusive manner;
- d. Determining what information of the Organization is confidential to the board or disclosed to the public
- e. Developing internal policies and procedures
- f. Approving expenses

5.2 Composition of the Board

The Board of Directors shall consist of:

- (a) Chair (non-voting)
- (b) Vice Chair (voting, by virtue of their dual position as Director-at-Large)
- (c) Secretary (voting by virtue of their dual position as Director-at-Large)
- (d) Directors-At-Large (voting)
- (e) Three (3) students-at-large (non-voting)
- (f) Alumni Advisor (non-voting)

5.3 Positions of Title and Executive Committee

- a. The Chair, Vice-Chair, and Secretary are said to occupy positions of title
- b. The Chair, Vice-Chair, and Secretary shall form the Executive Committee and report to the board regularly
- c. The Chair, Vice-Chair, Secretary shall be elected in accordance with Article 7

5.4 Regulations concerning Directors-At-Large

- a. Each member shall appoint one (1) director-at-large to hold voting privileges at the board on behalf of their organization
 - i. The Vice Chair shall be a director-at-large and be elected in accordance with Article 7
 - ii. The Secretary shall be a Director-at-Large and be elected in accordance with Article 7
 - iii. For further clarity, if a director at large obtains the position of Vice Chair or Secretary, they shall still remain the sole voting authority from their association in addition to their executive role

- b. Other member student union, association, or council executives may at any time attend board meetings and retain speaking rights but not voting rights, unless designated as a proxy by a Director-at-Large
- c. Each Director-at-Large shall hold office for the duration of their term as a representative of their respective student government, which shall not exceed one year, unless such director is re-elected or otherwise reappointed as a representative of their student government the following year.
- d. A director shall cease being a director of MAPSS upon the submission of their resignation or the completion of their term at their respective student government.

5.5 Regulations concerning Students-at-Large

Students-at-large shall:

- a) Serve as a non-voting member of the Board;
- b) Serve a term ending on April 30th regardless of when appointed
- c) Be permitted to reapply for a position as student-at-large upon the expiry of a previous term
- d) Not be permitted to serve more than two (2) consecutive terms
- e) Participate in board discussions and provide insight based on their student experience;
- f) Maintain a fiduciary duty to the Organization
- g) Be subject to removal by unanimous vote of the board if found to have carried out conduct detrimental to the Organization as determined by the board in its sole discretion or, for any other reason the board deems reasonable
- h) Undertake projects at the direction of the board;
- i) Be appointed in accordance with Article 7

5.6 Regulations concerning the Alumni Advisor

(a) The Alumni Advisor shall:

- (i) Serve as a non-voting member of the board;
- (ii) Serve a term of six (6) months at the discretion of the board, who may motion to extend the term by another six (6) months if deemed appropriate;
- (iii) Reserve the right to decline an extended term past the initial six (6) months;
- (iv) Be a former Director-at-Large or member of the Executive Committee of the preceding operating cycle;
- (v) Not be a student union, association, or council executive for the duration of their term;
- (vi) Provide advice to the Board;

- (vii) Undertake projects at the direction of the board;
- (viii) Be subject to removal by unanimous vote of the board if found to have carried out conduct detrimental to the Organization as determined by the board in its sole discretion; or, for any other reason the board deems reasonable; and
- (ix) Be elected in accordance with Article 7

5.7 Responsibilities by Positions of Title

(b) The Chairperson shall:

- (i) Maintain order and efficiency of meetings in accordance with the Roberts Rules of Order, latest edition available;
- (ii) Be responsible for the overall operation and strategic direction of the Organization;
- (iii) Be considered the main spokesperson of the Organization
- (iv) Serve as a liaison between MAPSS and provincial stakeholders, including government, community, and post-secondary stakeholders, with a focus on developing and maintaining working relationships
- (v) Ensure that any projects of the Board are implemented in accordance with the motions of the Board,
- (vi) Be elected in accordance with Article 7

(c) The Vice-Chair shall:

- (i) Chair meetings of the Board in the Chairperson's absence;
- (ii) In the event of chairing a meeting, appoint a voting proxy for their student union, association, or council for whom they are also a Director-at-Large
- (iii) Support the Chair in all aforementioned duties;
- (iv) Undertake duties at the direction of the Board;
- (v) Be elected in accordance with Article 7

(d) The Secretary shall:

- (i) Record meeting minutes of the Board;
- (ii) Maintain the digital records of the Organization;
- (iii) Coordinate internal and external meeting times of the Organization with assistance from union, association, or council staff;
- (iv) Monitor the MAPSS email and flag items for response
- (v) Distribute materials to the Board at the direction of the Chair
- (vi) Be elected in accordance with Article 7

5.8 Working Groups

At the discretion of the Board, working groups may be struck upon a majority approval of the proposed terms of reference. The terms of reference must include

working group composition, duties of working group members, and an outline of meeting frequency. Working groups shall dissolve on April 30 of the approval cycle, unless the terms of reference are updated and ratified after May 1 of the following cycle.

Article 6: Meeting Protocol

6.1 Meeting Frequency

Meetings of the Board of Directors shall be held on a weekly or bi-weekly basis at the discretion of the Executive Committee

6.2 Meeting Agenda

- a. Meeting agendas shall be prepared by the Chair and distributed in a timely manner
- b. Board members may request that the Chair add items to the Agenda
- c. An agenda must be approved at the start of every board meeting

6.3 Meeting Records

Meeting minutes shall be recorded by the Secretary and approved by the Board at the following meeting.

6.4 Proxies

- a. Directors-at-Large may appoint a proxy in the event of their absence by providing advance notice to the chair.
- b. Directors-at-Large may only appoint a proxy who holds a seat on the same organization the Director represents.
- c. Students-at-Large and the Alumni Advisor may not appoint proxies

6.5 Meeting Medium

- a. A meeting may be held in-person or by electronic means
- b. A person participating in a meeting electronically, even if the meeting is held in person, is deemed to be present at the meeting.

6.6 Quorum

Quorum shall be a Simple Majority of Directors.

6.7 Voting Procedure

Voting at board meetings shall be by show of hands except where Robert's Rules of Order require a secret ballot vote or where a member has motioned for a secret ballot vote and obtained approval via Simple Majority vote of the board

Article 7: Elections and Appointments

7.1 Eligibility

- (a) Candidates for Chair must be incoming or returning student union, association, or council executives of a member organization
- (b) Candidates for Vice-Chair and Secretary must be incoming or returning Directors-at-Large
- (c) Appointees to Director-at-Large must be selected by the executive members of the respective student union, association, or council.
- (d) Candidates for Alumni Advisor must be an outgoing Director-at-Large.
- (e) Appointees to Student-at-Large must be registered students of at least one (1) post-secondary institution of a member student union, association, or council. Registered students of observers are not permitted to apply.
 - (i) Students-at-large shall be appointed through a public application process.

7.2 Appointment of a CRO

- a. The outgoing board shall be responsible for the appointment of the Chief Returning Officer (CRO) for upcoming elections
- b. The CRO must be appointed by a unanimous vote of the board.

7.3 Duties of the CRO

- (e) The Chief Returning Officer shall be responsible for the conduct of the elections, in accordance with this article. This includes, but is not limited to:
 - (i) Oversight and administration of the elections for the Organization, including the vote or ballot counts,
 - (ii) Hearing and decision-making on any appeals or complaints related to the elections,
 - (iii) Promoting a transparent and informed election,
 - (iv) Announcing the results of the elections to the board, and
 - (v) Reporting on the elections and providing feedback to the board.

7.4 Election Timeline

- (a) Nomination of candidates shall open following the first meeting of the board.
- (b) Nomination period shall last for three business days. Prospective candidates are responsible for informing the Chief Returning Officer (CRO) of their candidacy
- (c) Candidacy is confirmed upon receipt of the Nomination Document by the CRO
- (d) Campaign period shall last for a minimum of one (1) week.

- (e) Voting shall occur by secret ballot submitted to the CRO at the first Board of Directors meeting following the close of campaign period.
- (f) Elections must be complete by the end of May of the operating cycle.

7.5 Special Considerations

- (a) Since the Vice Chair and Secretary are incoming or returning Directors-at-large, candidates for Vice Chair and Secretary may not be from the same member institution, and, these candidacy decisions shall be handled internally by the member in question
- (b) Each candidate must run independently
- (c) Directors of the Board including those occupying positions of title shall not hold office if they no longer meet the criteria for election or appointment of their respective position of title. For example:
 - (i) Directors-at-Large must be either an active representative of their student government or appointed by their student government,
 - (ii) Students-at-Large must maintain student status at their respective post-secondary institution.

Article 8: Transition

By May 1st, the Chair and Vice-Chair shall provide the incoming and or returning Directors-at-Large with an introductory presentation of the Organization's fundamentals, including the governing documents and recent activities. The Chair and Vice-Chair shall construct a detailed transition report to supplement this presentation.

Article 9: Additional Documents

From time to time, the Board of Directors may approve operating procedures, policy papers, governing documents or other items supplementary to, but not in contradiction of, this Constitution.

Article 10: Amendments to the Constitution

The Organization may implement amendments to the constitution by $\frac{2}{3}$ majority vote of the Board with the exception of amendments to Articles 4, 5, and 7, which require unanimous consent of all members.

Article 11: Dissolution

The board may by unanimous consent vote to dissolve the Organization.



MANITOBA ALLIANCE OF
**Post-Secondary
Students**

**Policy and Budget Recommendations for the Government of Manitoba,
2021/2022**

November 2020



The Manitoba Alliance of Post-Secondary Students (MAPSS) consists of the University of Manitoba Students' Union, University of Manitoba Graduate Students' Association, and Red River College Students' Association

Dear Member of the Legislative Assembly of Manitoba,


Every year some 45,000 students attend Manitoba’s universities and colleges. Together they represent our province’s next generation of professionals – future business leaders, entrepreneurs, educators, engineers, health care workers, civil servants, IT technicians, researchers, scientists and more. Meanwhile, international students that come to study in Manitoba create valuable connections between our province and more than 100 nations around the world.

We ask that you strongly consider the recommendations put forth in this document. They are not only issues about which students care deeply, they are also vital to the long-term economic prosperity and well-being of Manitoba.

We also want to encourage on-going dialogue with you surrounding not only these critical issues, but others regarding how to improve post-secondary education in Manitoba. We value your feedback and welcome your insights into how to ensure that our province’s system of higher learning can evolve into one of the best in the world.

By engaging with student representatives this way, you can lead by example among your colleagues by ensuring that high-quality post-secondary education in Manitoba remains accessible regardless of age, race, citizenship, gender, religion, physical ability, and socio-economic status.

Sincerely,



Jelynn Dela Cruz, President, University of Manitoba Students’ Union



Yash Chopra, President, Red River College Students’ Association



Kristin Smith, VP Advocacy, University of Manitoba Students’ Union



Melissa Ghidoni, VP External Affairs, Red River College Students’ Association



Silvia Sekander, President, University of Manitoba Graduate Students’ Association



CONTENTS

Recommendation 1 – Take measures to help individuals from marginalized communities regain access to post-secondary education by increasing funding allotted to the ACCESS program by \$5 million for 2021/2022, including the reinstatement of bursary allowances for participants.

Recommendation 2 – Commit to supporting a robust expansion and improvement of online learning within post-secondary education by enhancing support for open educational resources (OER) and implementing an online credit transfer database.

Recommendation 3 – Preserve Manitoba’s status as a desirable foreign study destination by offering an option for international students to buy into the public health care system at a cost-neutral rate for the government.

Recommendation 4 – Ensure student success under a performance-based funding model for post-secondary institutions by guaranteeing stakeholder representation on a formula review committee and including strong equity measures in any future funding formula.

Recommendation 5 – Amend FIPPA legislation and workplace health and safety laws to enable post-secondary institutions to share with survivors and prospective employers the findings of internal investigations into former employees accused of sexual misconduct, and disciplinary action taken as a result.



MANITOBA ALLIANCE OF
**Post-Secondary
Students**



MANITOBA ALLIANCE OF **Post-Secondary Students**

RECOMMENDATION 1: Take measures to help individuals from marginalized communities regain access to post-secondary education by increasing funding allotted to the ACCESS program by \$5 million for 2021/2022, including the reinstatement of bursary allowances for participants.

In Brief:

- To prevent low-income, northern and Indigenous individuals from being left behind in the post-pandemic economic recovery, they must have access to not only work but also higher education and training.
- Failing to do so risks short term financial and educational losses becoming entrenched, rolling back years of progress in social mobility and gender parity.
- In ACCESS programs, Manitoba already has an excellent, established framework in place to help systematically marginalized individuals acquire post-secondary education – and which fulfills the goals of objective number three within the *Horizon Manitoba* report.
- Closing provincial post-secondary education gaps so that Indigenous learners are on-par with non-Indigenous persons could mean \$957 million in additional earnings for over 22,500 newly employed First Nations people, and an extra \$2.8 billion in GDP for the province due to increased productivity.

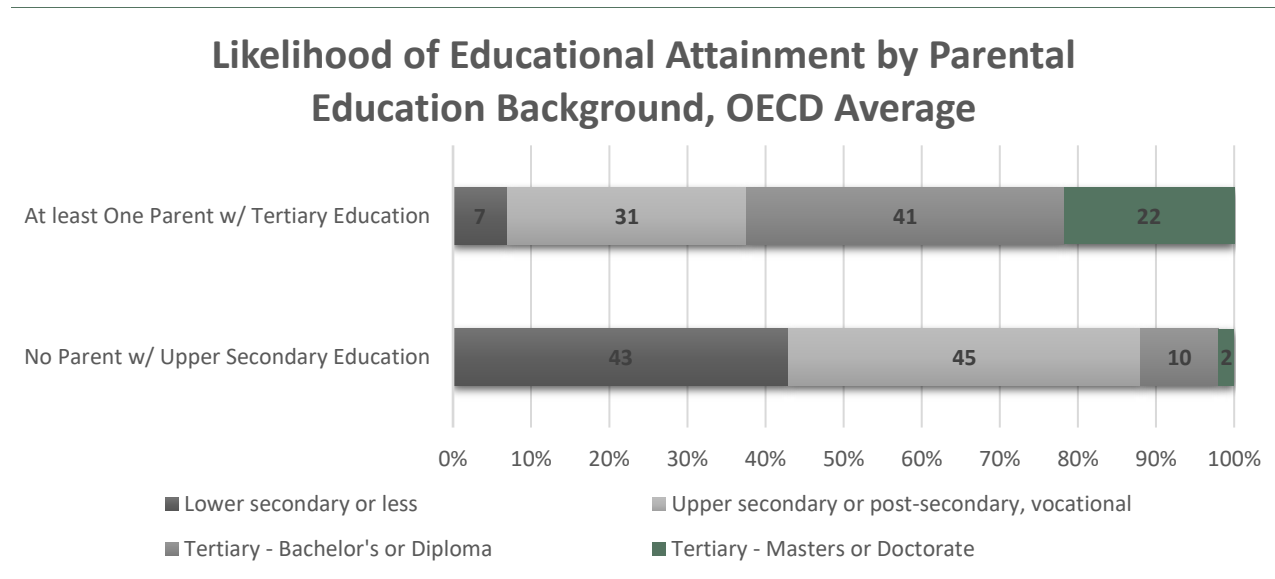
The pandemic has created deep economic uncertainty for tens of thousands of Manitobans, individuals from already marginalized communities having been affected the most.

The emergence of COVID-19 has offered a harsh lesson in how health outcomes are intimately tied to income inequalities and other social determinants.

Members of systemically marginalized communities tend to work in jobs without paid sick leave; live in subpar and crowded housing, with longer commutes to school, work and clinics; and struggle to make ends meet. Given the added financial pressure imposed by disruption to low-skilled work in an array of sectors upon which marginalized communities and many people of colour rely, the chances for students from these communities to earn a degree – already much lower than average – may now be totally out of reach.

Seeing reduced participation in post-secondary education by individuals from low-income families as a result of income erosion due to COVID-19 would be a harmful development for the province’s attempts to reduce inequality and break cycles of child poverty – of which Manitoba has among the highest rates in Canada.

Failing to address inequality threatens not just the wellbeing of those individuals and communities, but puts a drag on the economic performance of the province as a whole. Both the International Monetary Fund (IMF) and the Organization for Economic Cooperation and Development (OECD) have provided compelling arguments for how inequality has an outsized negative impact on economic growth overall.^{1 2}



This is particularly true for Indigenous participants, many of whom are the first within their family to pursue post-secondary studies due to poverty, intergenerational trauma and geographical displacement.

One solution can be found in ACCESS programs, which represent an established and relatively low-cost means to empower individuals living on the margins to achieve social mobility and become taxpayers and skilled members of the workforce.

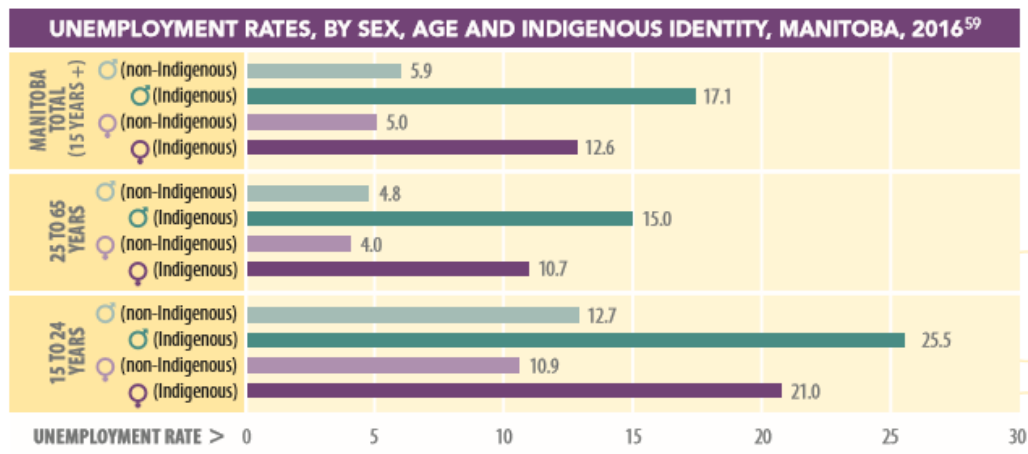
The Government of Manitoba should seize the current opportunity to direct more funding toward expanding ACCESS programs and reinstating participant bursaries as part of the Honourable Minister of Economic Development and Training’s mandate to develop a new ACCESS framework.

¹ Redistribution, Inequality, and Growth’, *International Monetary Fund (IMF)*, February 2014

² ‘Focus on: Inequality and Growth’, *Organization for Economic Cooperation and Development (OECD)*, December 2014



Even prior to the disruption caused by COVID-19, the need for ACCESS programs was stark. Some 80% of ACCESS participants are Indigenous students, with past participants noting how the holistic support provided by the programs are fundamental to helping them transition from high school to post-secondary education. Especially when doing so comes with the culture shock of leaving small communities or reserves to study in a large urban centre.³



Source: Status of Women in Manitoba report, 2018

One of the six recommendations of the 2020 Horizon Manitoba report⁴ – a joint report by the province’s colleges, universities and the Business Council of Manitoba on how to use post-secondary education to create a more skilled labour force – is collaboration with government on greater implementation of the 2016 Indigenous Education Blueprint.

The 2016 Indigenous Education Blueprint explicitly calls for increasing access to services, programs and supports to Indigenous students to create a learning environment favourable to successful learning outcomes – something that ACCESS programs have been doing since the 1980s.

Another benefit of the ACCESS programs is how they act as an organic investment in the social development of communities from which students originate. Since 1985, 716 inner city students have graduated as social workers through ACCESS programs and gone on to work in provincial, municipal and community health and social services.⁵

As numerous reports have emerged on how issues of domestic violence, addiction and mental health have been exacerbated by the pandemic, a new generation of community health and

³ 'Don't let anything hold you back: Go to the U of M with the Access Program', *UM Today*, April 2019

⁴ 'Horizon Manitoba: Building a brighter future together', Business Council of Manitoba and University of Manitoba et al., January 2020

⁵ 'Access for all? Cuts to Manitoba post-secondary program create barrier for students who most need help', *CBC News*, May 2019

social workers will be needed to help mitigate the underlying social damage wrought by job losses, social isolation, and generalized uncertainty. Particularly within marginalized communities already dealing with a host of other challenges.

Access Program Features



ACCESS program graduates serve as a reminder of how a relatively low-cost social assistance program can deliver significant return on investment down the line. These determined, but disadvantaged individuals are able to break cycles of poverty, while also creating additional taxpayers by transforming persons from living on the margins to taxpayers and members of the workforce while serving their communities in the process.

In addition, a study by the National Aboriginal Economic Development Board has shown how much economic potential is going unrealized overall as a result of post-secondary education gaps between Indigenous and non-Indigenous learners in the province.⁶ The data is compelling.

Based on closing post-secondary education gaps so that they are on-par with overall provincial rates of non-Indigenous persons could mean \$957 million in additional earnings for over 22,500 newly employed First Nations people, and an extra \$2.8 billion in GDP for the province due to increased productivity.

⁶ 'Horizon Manitoba: Building a brighter future together', Business Council of Manitoba and University of Manitoba et al., January 2020



MANITOBA ALLIANCE OF **Post-Secondary Students**

Recommendation 2 – Commit to supporting a robust expansion and improvement of online learning within post-secondary education by enhancing support for open educational resources (OER) and implementing an online credit transfer database.

Specific actions:

- a. Make at least \$1 million in post-secondary operating grants to each institution conditional on that they to be used for the creation and adoption of free digital textbooks (OER) in course content
- b. Provide Campus Manitoba with funding to implement an online credit transfer database
- c. Continue efforts to accelerate the expansion of rural broadband

In Brief:

- Increasing the use of high-quality, free digital textbooks (OER) in course programs provides instant and urgently-needed savings for students at minimal cost to post-secondary institutions or the government.
- For those looking to transition into new careers, an online credit transfer database would remove administrative obstacles that currently deter students from finishing or re-starting their degrees at different institutions, which in turn will create a more highly skilled provincial workforce.
- Both initiatives support specific policy and strategic goals laid out in the mandate letter of the Honorable Minister of Economic Development and Training, as well as the province's *Economic Growth Action Plan*, and the Co-Chairs' Findings and Recommendations Report on the *Growing Manitoba's Economy* stakeholder consultation.
- Estimates by the University of Manitoba indicate that one out of 10 post-secondary students lack reliable home internet access.

The widespread shift to online learning as a pandemic contingency measure will show how online learning can be better utilized in Manitoba's post-secondary context to achieve greater access and affordability for students.

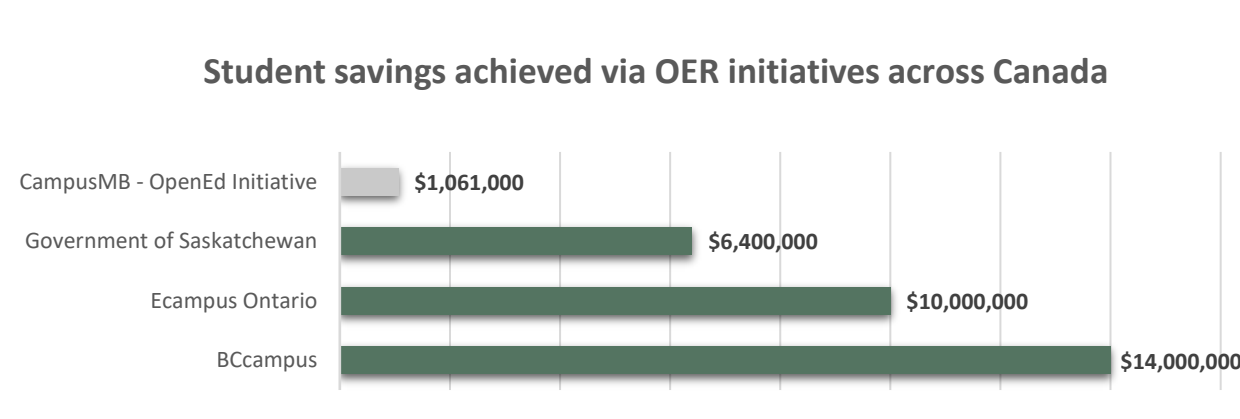
Post-secondary institutions derive a huge amount of their value based on their openness, being places where large numbers of people from all different types of communities can meet, interact and learn from each other.

However, these same qualities mean that these institutions are also among the entities most vulnerable in a public health crisis that requires diligent adherence to social distancing. For this reason, Manitoba’s colleges and universities were some of the first spaces to be shuttered once COVID-19 emerged in the province in March. They could also be among some of the last spaces to fully open up, especially given how both Manitoba and Canada as a whole are experiencing subsequent waves of contagion.

As a result, the province’s post-secondary institutions have resorted to online learning as the main form of course delivery for now. However, the Government of Manitoba would be wise to help encourage colleges and universities to not only improve students’ experience in the short-term, but fully embrace the opportunities that online learning presents for improving student savings and accessibility in the long term.

The most cost-effective action that the Government of Manitoba can take to generate student savings is pair a small amount of extra investment with a decision to make portions of the operating grants to post-secondary institutions conditional on progress in implementing free digital textbooks (OER) in course content – especially in first year programs.

This can be achieved by institutions using this money to create and execute strategic plans for OER implementation, paying course instructors for the time it takes to evaluate and adapt existing OER to their programs, or other methods as proposed by institutions.

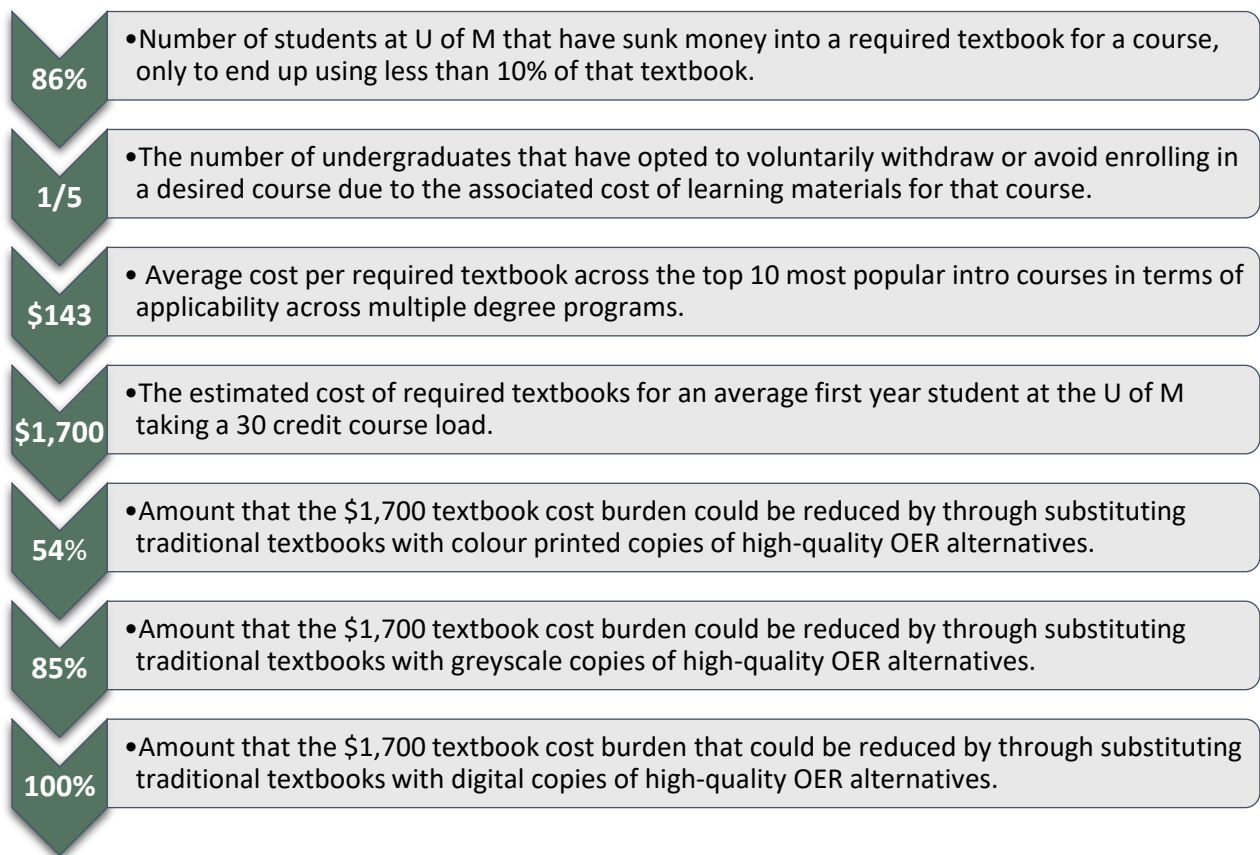


When assessing the success and value of OER initiatives elsewhere in Canada, Manitoba should look to the one supported by the conservative government in Saskatchewan, which has a similarly-sized student population and number of post-secondary institutions.



Beginning in 2015, \$250,000 in annual investment into OER is estimated to have already secured \$6.4 million in student savings – a 400% return on investment. OER also enables post-secondary education learning materials to be crafted to better align with industry needs throughout the post-secondary education process.

UMSU and Campus MB Research into the Cost of Learning Materials for Undergraduates



Likewise, to optimize accessibility to post-secondary education in the new online era, the Government of Manitoba should empower Campus Manitoba to implement its ready-made online credit transfer database. If given approval and properly financed – likely no more than an additional \$100,000 in funding – Campus Manitoba has said it could launch this database and make it publicly available within less than a year.

A publicly available, centralized and verified listing of course transferability and recognition from one institution to the next will prevent students from wasting money and delaying their

graduation date by taking courses that are either unnecessary or redundant when finishing their program at a different institution from the one they started at.

Students would know how the courses they are taking, or have taken in the past, transfer to other institutions. If a course appears on the database it would mean that the course has been guaranteed to have formal recognition from each institutions' registrar's offices.

Currently, students wanting to change institutions as a result of life circumstances are required to request official transcripts as part of an inquiry into course recognition, which causes major delays in program transfers. This unnecessary red tape can draw out studies, increasing time-to-completion rates, and deter mature students in particular from returning to post-secondary school and completing their degrees.

A credit transfer database would also address education gaps and skills development in rural areas by increasing the ease through which rural residents can complete entire degrees via online learning.

For Manitoba's economy, this means more highly skilled workers will be available to enter the labour market sooner rather than struggling with administrative hurdles to find the right courses to finish their studies or certification. This will be crucial in enabling the province to thrive in the new economic reality created by the pandemic.

A credit transfer database would also fulfill recommendation six within the Horizon Manitoba report, which calls for action on collecting better data tracking student movement and career pathways.⁷ The database would enable the collection of unprecedented amounts of data on student transfers and mobility between institutions within Manitoba, allowing for a more efficient allocation of public resources to the province's post-secondary sector and more precise tracking of skill development within the labour market.

Government support for both open textbooks and a credit transfer database represent two readily achievable targeted actions for inclusion within the Honourable Minister's mandate of developing a first of its kind skills, talent and knowledge strategy.

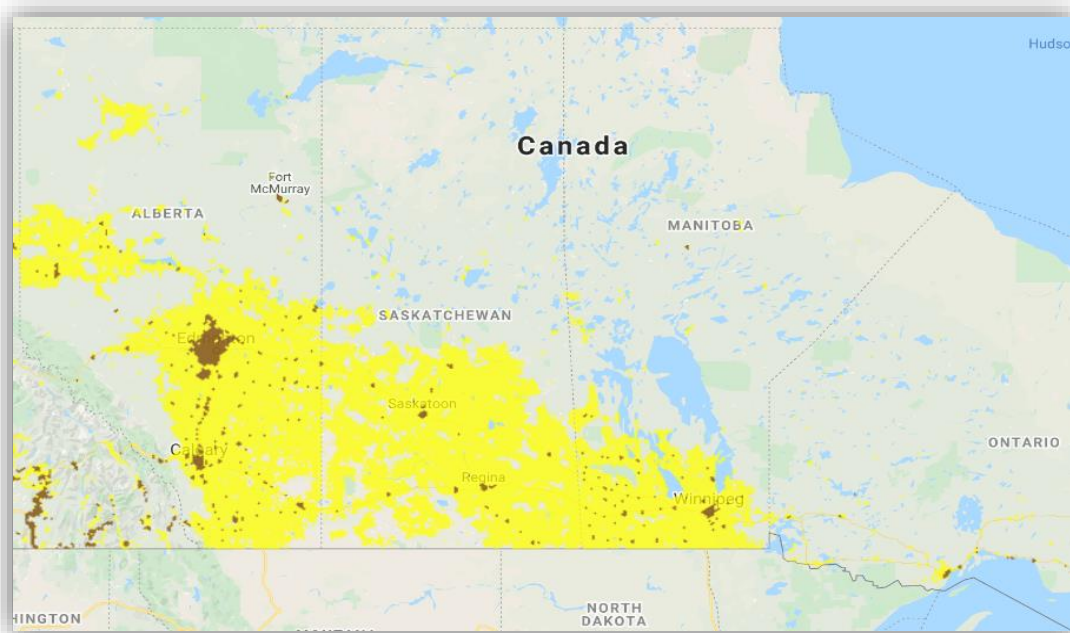
Such support would also align with two of the suggestions made in the Co-Chairs' Findings and Recommendations report on the *Growing Manitoba's Economy* stakeholder consultation: a more coordinated approach to skills training for rural communities and encouraging the development of sector-specific bodies formed to exploit new technologies – in this case, Campus Manitoba.

⁷ 'Horizon Manitoba: Building a brighter future together', Business Council of Manitoba and University of Manitoba et al., January 2020

The pandemic has also underlined the imperative of making universal access to broadband internet a reality in rural communities, where 37 per cent of Manitoba’s population lives. The Manitoba Government took an important step in this regard with its May announcement of intention to develop unutilized fibre optic cables owned by Manitoba Hydro with the help of a qualified telecoms partner.

However, universal access to broadband internet in Manitoba cannot come fast enough, especially with the University of Manitoba estimating that one out of ten post-secondary students does not have reliable home access to internet of any kind.

Therefore, we strongly advocate that the provincial government look to funding being made available by the federal government for increasing rural broadband capacity as part of financial support for Canada’s COVID-19 economic recovery. Given the increased role that online learning will play in post-secondary education going forward, it is vital that aspiring students are able to access course programs from provincial institutions no matter where they live.



A map of broadband availability across the Canadian Prairies. Yellow indicates at least 75% of households have access to broadband services with download speeds of 5 megabits per second (Mbps), brown indicates at least 75% of households have download speeds of 50 Mbps. Source: *Innovation, Science and Economic Development Canada*



MANITOBA ALLIANCE OF **Post-Secondary Students**

RECOMMENDATION 3: Preserve Manitoba’s status as a desirable foreign study destination by taking measures to ensure the affordability of international student health care.

Specific actions:

- a. Allow all international students the ability to buy in to Manitoba’s public health care system at a cost-neutral rate to the government.

In Brief:

- International students in Manitoba pay the highest health care coverage prices in Canada due to being forced to purchase private coverage plans based on a 200% non-resident surcharge.
- The excessive cost of health care coverage compounded by escalating tuition costs for international students poses long-term risks to the appeal of Manitoba as a study destination.
- Retaining international graduates will be vital in filling some of the province’s yearly 12,000 skilled job openings that the Department of Growth, Enterprise and Trade predicts will need to be filled through 2024.
- Newcomer-owned businesses have been shown to be vital assets in developing and nurturing international trade relationships, and could play a key role in assisting in the expansion of Manitoba’s global competitiveness and economic growth – objectives laid out in multiple ministerial mandates and the *Manitoba Works Plan*.

Given the robust economic impact of international students and increased competition in a shrinking international student market in the COVID-19 era, the Government of Manitoba must maintain our competitive advantage in recruiting foreign learners and researchers to study and work in the province.

Together, the nearly 19,000 international students that resided in Manitoba prior to the pandemic represented a pool of skilled talent with connections to more than 100 nations worldwide, and were a boon to the provincial economy. According to government data,

international students collectively contribute hundreds of millions of dollars to the provincial economy every year, supporting thousands of jobs.⁸

The Government of Manitoba clearly recognizes the importance of drawing international students to the province, given the Honourable Minister of Economic Development and Training’s mandate to attract “more international students through a new International Education Strategy that targets increased global competitiveness for students in areas of high labour force demand.”

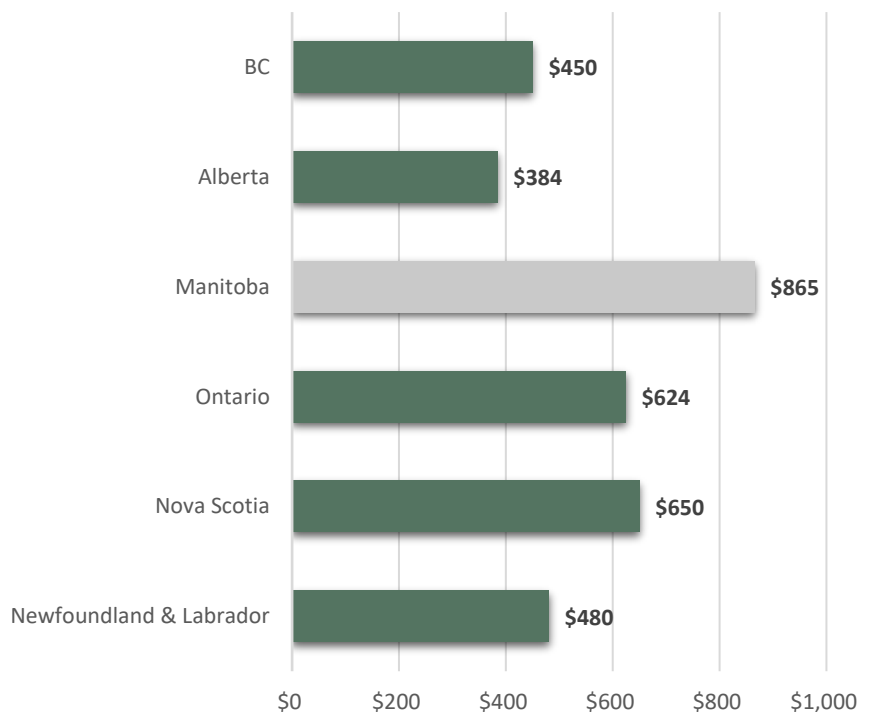
However, with the emergence of COVID-19, it will be more difficult for institutions to attract and retain foreign students once the current cohort finishes their degree programs. The University of Manitoba alone has seen a 9.6% drop in new international student enrolment for the fall 2020 term.

Besides COVID-19, another lingering issue that will complicate the Government of Manitoba’s plan to draw more international students to the province is the continuing lack of affordable international health care coverage.

The only other provinces that do not provide public health care coverage to foreign students are Ontario and Quebec, the latter of which has bilateral exceptions with certain countries.

International students in Manitoba pay the highest health care coverage prices Canada due to being forced to purchase private coverage plans based on a 200% non-resident surcharge for treatment. At the U of M – the primary foreign study destination in Manitoba – they saw the price of their health coverage go from free prior to \$996 per student in 2020/2021.

Cost of International Student Health Care Coverage, 2019/2020

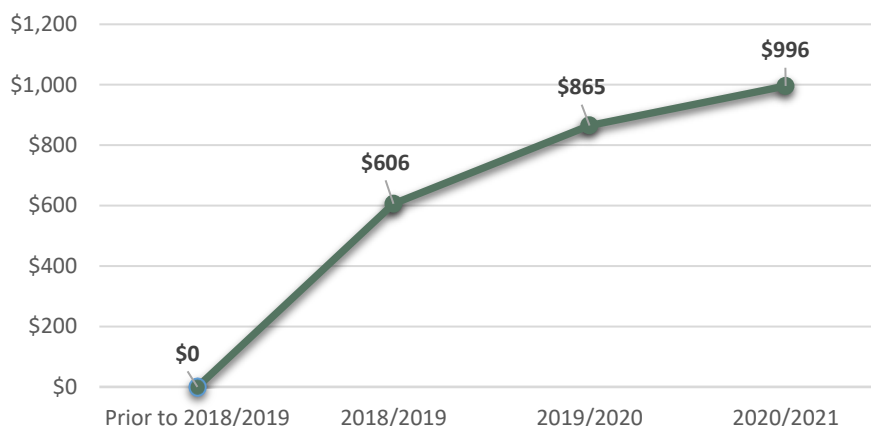


⁸ ‘Manitoba welcomes record number of international students’, *Government of Manitoba*, March 2019

Importantly, going forward all international students will need to pay this premium upon registration, regardless of whether they actually come to reside in Manitoba for the academic year or carry out their U of M online classes from their home country due to travel restrictions.

Given how the smaller number of international students coming to Canada in the pandemic era will likely gravitate towards more prestigious U15 schools or more high-profile cities across the country, the issue of excessive international health care costs should be of grave concern to the Government of Manitoba.

Increases to international student health care coverage in Manitoba, 2018-2021



The Co-Chairs' Findings and Recommendations report on the *Growing Manitoba's Economy* stakeholder consultation notes how immigration has been a successful tool in bridging labour market gaps in Manitoba, especially given the province's relatively small population.⁹

Retaining international graduates will be vital in filling some of the province's yearly 12,000 skilled job openings that the Department of Growth, Enterprise and Trade predicts will need to be filled through 2024. And that was before the need to adjust to the effects of the pandemic, which has created an even greater demand for skilled workers.

Newcomer-owned businesses have also been shown to be vital assets in developing and nurturing international trade relationships, and could play a key role in assisting in the expansion of export markets with new, targeted trade strategies – objectives laid out in both the mandate letter for the Minister of Economic Development and Trade, and the *Manitoba Works Plan*.

⁹ 'Growing Manitoba's Economy: Co-Chairs' Findings and Recommendations', B. Gamey, and D. Angus, December 2018

If international students were instead able to buy into the public health care system at a cost-neutral rate it could save these students several thousand dollars over the course of a four-year degree program, reinforcing Manitoba’s other competitive advantages as a foreign study destination.

This would be vital in bolstering the attractiveness of Manitoba’s post-secondary schools to foreign students, especially given how our schools already sit lower on numerous university ranking scales, and how the University of Manitoba – the province’s only member of the U15, a group of Canada’s 15 largest public research universities – has among the lowest number of Canada Research Chairs and research income among its peers (see chart).

U15 Schools - Research Income and Canada Research Chairs

Institution	Research Income	Canada Research Chairs
University of Toronto	\$1.3 billion	315
UBC	\$658 million	205
Université de Montreal	\$567 million	149
McGill University	\$515 million	185
University of Alberta	\$513 million	118
University of Calgary	\$488 million	79
Université Laval	\$404 million	94
McMaster University	\$380 million	88
University of Ottawa	\$313 million	89
Western University	\$239 million	75
University of Waterloo	\$224 million	74
University of Manitoba	\$212 million	52
Queen’s University	\$176 million	51
University of Saskatchewan	\$176 million	34
Dalhousie University	\$168 million	56

Source: U15 website, 2018-2019 data

These research metrics are especially important in attracting to Manitoba international students and researchers interested in studying science, technology, engineering and mathematics (STEM), fields the private sector is heavily interested in because they are known to spur significant innovation and economic growth.

As Manitoba becomes more diverse, drawing on international students already residing in the province to fill future job openings in the province’s increasingly multicultural communities and globally-connected economy is another sound strategy.

International students tend to be some of the best candidates for immigration and among those most easily able to integrate into Canadian society. The Minister of Economic



Development and Training’s mandate from the Premier includes instruction to “leverage opportunities” in relation to using immigration pathways to meet employers’ demand for skilled and talented workers.

Furthermore, newcomers, according to studies by Statistics Canada, have been shown to be relatively successful in terms of starting a new business or being self-employed compared to Canadian-born entrepreneurs, and frequently do so by creating companies that engage in international trade with newcomers’ countries and/or regions of origin.¹⁰ Newcomer-owned businesses have also, on average, been shown to create more jobs than Canadian-owned businesses.¹¹

For years, international students have been relied on as the primary means to fill post-secondary funding gaps in Manitoba. And yet, contrary to popular belief, international students for the most part are only able to finance their education through the support of an extended middle-class family network in their home country, or by selling off personal assets to acquire private loans.

With the current estimated cost for a foreign student to acquire an undergraduate degree in Canada sitting around \$100,000, any measure of savings they can be offered will go a long way in ensuring Manitoba remains an attractive study destination.

U of M: Tuition Fees for Full Course Load, 2020/2021



¹⁰ 'The Impact of Immigrant Business Ownership on International Trade', *Statistics Canada*, May 2019

¹¹ 'Immigrant Entrepreneurs as Job Creators: The Case of Canadian Private Incorporated Companies', *Statistics Canada*, April 24, 2019





MANITOBA ALLIANCE OF Post-Secondary Students

RECOMMENDATION 4: Ensure student success under a performance-based funding (PBF) model for post-secondary institutions by guaranteeing stakeholder representation on a formula review committee and including strong equity measures in any future funding formula.

**NOTE: While independent academics, the Canadian Federation of Students Manitoba (CFS-MB), and select faculty associations have come out in direct opposition to performance-based funding models, MAPSS believes that many of these concerns can be circumvented with proper implementation. For MAPSS to consider supporting a PBF model in Manitoba would require implementation measures such as those listed below.*

Specific actions:

- a. Adopt a ‘hold harmless decree’ similar to the state of Tennessee, and institute a two-year grace period to help institutions transition, during which post-secondary operating grant funding should return to a baseline of 2016-2017 levels (\$682 million per year).
- b. Ensure the PBF formula includes strong equity incentives to combat the risk of institutions raising admission standards in ways that exacerbate inequities for disadvantaged student sub-groups, such as racial minorities, adult learners or students with disabilities.
- c. Dedicate a separate budget line for the administering of Quality Assurance Funding.
- d. Create an independent formula review committee comprising of government, institutional leadership, deans, faculty members, university staff, and students to develop and annually review Manitoba’s PBF formula.

In Brief:

- Many students agree that post-secondary programs have drifted away from offering real-world skills vital to labour market success – even more so in the pandemic-era.
- Performance-based funding models carry inherent risks of aggravating inequalities between institutions, while also motivating institutions to increase enrolment requirements, putting learners from already marginalized at even greater disadvantage.
- The Government of Manitoba must commit to being highly flexible in its planning and implementation of any new PBF model, and ensure accountability through the creation of a formula review committee, and frequent consultation with stakeholders.
- It would be harmful and counterproductive to continue cuts to overall post-secondary funding concurrent to implementing PBF.

The Government of Manitoba recently reiterated its pledge to better align the province’s post-secondary system with labour market needs. Premier Brian Pallister in September confirmed to the University of Manitoba’s new president that a major part of the government’s plan is to implement a PBF model.

In general, PBF models rely upon various outcome-based metrics, such as graduation and student retention rates, number of degrees awarded, and number of enrolled students from focus populations to determine how much public funding post-secondary institutions receive.

The Government of Manitoba has signaled that it views the PBF system used by the American state of Tennessee as its guiding reference.

PBF models have existed in the U.S. since the 1980s, and are gaining attention in Canada as various provincial governments are striving to reduce expenditures on higher education and more closely align students’ programs with the demands of the labour market. These goals have now become more salient due to the economic fallout of the coronavirus pandemic.

In an UMSU survey of U of M undergraduate students at the end of September, many students commented that post-secondary curriculums have indeed somewhat drifted away from giving students “real-world” skills.

And yet, at the same time, students noted that making university funding dependent year-to-year on overly generalized metrics such as post-graduate employment rates may not necessarily have the desired effect.

Rather, it could incentivize universities to shift away from programs in the arts, humanities and social sciences in particular due to a perception that these disciplines do not produce as immediate or obvious economic return as those in business or STEM. However, graduates from the arts, humanities and social sciences may soon be of an outsized value for Manitoba going forward as government and citizens alike must re-think how we are going to live, work and study in our new pandemic reality.

And PBF is not without its critics. In a meta-analysis of dozens of academic studies into the efficacy of PBF models in the U.S., researchers found that “PBF adoption is generally associated with null or modest positive effects on the intended outcomes.”¹²

Of concern is the way in which PBF models may incentivize institutions to restrict access to disadvantaged learners such as racial minorities, low-income persons, and students with disabilities to protect against their learning outcomes harming an institution’s funding levels.

¹² ‘Performance-Based Funding in American Higher Education: A Systematic Synthesis of the Intended and Unintended Consequences’, *Education Evaluation and Policy Analysis*, September 2020

All of these cohorts are perceived to underperform academically, and require more support to achieve learning outcomes on par with more affluent peers. As a result, certain institutions funded through PBF models in the U.S. have been documented to change enrolment requirements and standards to protect against lower graduation and retention rates affecting their funding status.

One researcher that looked at the Tennessee model for New America, a Washington-based think tank, cautioned how an outcomes-based model “can work, but you have to be very careful with how you develop it ... [PBF] has to be incorporated with other programs designed to increase access.”¹³

One means to do this is through having strong equity criteria included in the PBF formula to prevent institutions from restricting access to enrolment for disadvantaged students perceived as academic underperformers. Approximately 20 states now provide equity bonuses or premiums for colleges and universities that successfully graduate low-income, racial minority, adult, first-generation, or otherwise underrepresented student populations.¹⁴

Another inherent concern with PBF is in how it can aggravate inequalities between institutions. The rich get richer, as well-performing colleges and universities with the necessary staff and resources to dedicate toward tracking outcomes and improving services are rewarded with higher levels of funding. Meanwhile the poor get poorer, as lower-performing institutions – typically those with lower enrolment requirements for the purposes of catering to underserved student groups – that require more resources to build their academic, service and research capacities are denied the extra help they need.

Another reality to consider when relying upon outcome-based determinants to decide institutional funding is that colleges and universities can only do so much to ensure student success and meet labour market needs.

Other variables that factor into whether a student stays in school, earns a degree, and joins the labour force include levels of personal ambition and responsibility of individual students, as well as a host of other socioeconomic variables that contribute to learner success and positive career outcomes. Students and recent graduates will also be dealing with a very uncertain labour market for the foreseeable future, given the ongoing coronavirus pandemic.

The importance of the process of creating a PBF formula is paramount. The Government of Manitoba should commit to a high degree of flexibility and stakeholder consultation during the development, adoption and early use of Manitoba’s PBF formula.

¹³ ‘Manitoba looks to Tennessee model in efforts to tailor post-secondary education to labour market’, *CBC News*, October 2020.

¹⁴ *Ibid.*

The formula development process must be transparent. It is during this process that focus population criteria will be set, institutional missions will be differentiated, and the subjectivities underlying fundamental outcome criteria will need to be worked through.

As noted in a 2019 review of PBF in higher education, a member of the Canadian Association of University Teachers (CAUT) from the University of Saskatchewan warns that “Metric selection is not a neutral act and tying a significant proportion of funding to any specific set of metrics will invariably place undue pressure on universities to favour and conform to that specific set of metrics, thus impinging on their traditional mission of educating people, not just workers, and contributing to social and economic development.”¹⁵

Likewise, the *Horizon Manitoba* describes how Manitoba’s post-secondary education system should not be considered as solely an economic engine, but a system that works “to prepare citizens for full participation in society.”¹⁶

To mitigate this risk, MAPSS recommends that the Government of Manitoba create an independent formula review committee to evaluate the PBF formula that the Government intends to implement. Once PBF is implemented, this committee would evaluate the formula on an annual basis and offer suggestions for minor annual formula adjustments based on input from a wide range of stakeholder representation, from government to institutional leadership, deans, faculty members, students and university staff. Larger formula adjustments would be recommended every five years.

Institutions must also be incentivized to continue to not only meet outcome criteria, but provide students with an enriching and rewarding learning experience overall during their studies.

For this reason, the Government of Manitoba should include the possibility of Quality Assurance Funding (QAF), wherein institutions receiving additional funding – on top of any allocations that an institution receives from the outcomes-based formula – for displaying a commitment to maintain a high-quality, engaging learning environment.

In order for a PBF model to be sustainable long-term, those institutions that meet the required outcomes must be provided with a robust level of financial support. It would be harmful and counterproductive for the Government of Manitoba to implement a PBF model concurrent to continued reductions in overall post-secondary funding.

For four successive years, Manitoba’s post-secondary education institutions have seen a decrease in real dollars in operating grant funding from the provincial government. In addition,

¹⁵ ‘Performance-Based Funding in Higher Education’, *CAUT Education Review*, October 2019.

¹⁶ ‘Horizon Manitoba: Building a brighter future together’, Business Council of Manitoba and University of Manitoba et al., January 2020

Research Manitoba, the body that coordinates research activities in the province, has seen its previous budget of around \$15 million slashed by 20 per cent.¹⁷

These decisions have followed along with the trend of decreased government funding for public PSE institutions in Canada. In 1985, government funding comprised 81% of the operating revenue of Canadian universities, but by 2015 made up only half.¹⁸

In Manitoba, by 2019/20, universities fell below the 50% public funding threshold for the first time. This has left universities to fill the funding gap by raising tuition and appeal to private donors and industry benefactors. Similar trends can be found in funding for public colleges and technical schools.

In particular, the nationwide trend for post-secondary schools experiencing a shortfall in public funding has been to rely on the financial windfall presented by tuition fees paid by international students.

But due to the coronavirus pandemic, when determining whether to study abroad, new aspiring international students will have to factor in more barriers to international travel, outsized fees for a diminished in-person learning and cultural experience, and the need to preserve savings during a stop-and-start global economy recovery. As such, the likelihood of international student numbers returning to pre-pandemic levels in the near term is not great.

For example, the U of M in the fall 2020 term has seen a 9.6% drop in new international student enrolments – foreign students that are just beginning university and would graduate in 2023-2024.

In addition, the two largest source nations for international students to Canada are China – whom political relations with are at an all-time low, and which has previously threatened Australia with enforcing a ban on having Chinese students study there after Australia called into question China's early handling of the coronavirus outbreak in Wuhan – and India, which has among the highest number of coronavirus cases in the world, trailing only the U.S.

To account for the loss of new international student revenue due to the pandemic, a future in which the province's post-secondary institutions are funded under a PBF model must begin with a two-year "hold harmless" transition period where institutions are not penalized for failing to meet outcome criteria.

This two year period should also coincide with a reinstatement of post-secondary operating grant funding to a baseline of 2016-2017 levels, or approximately \$682 million per year in order

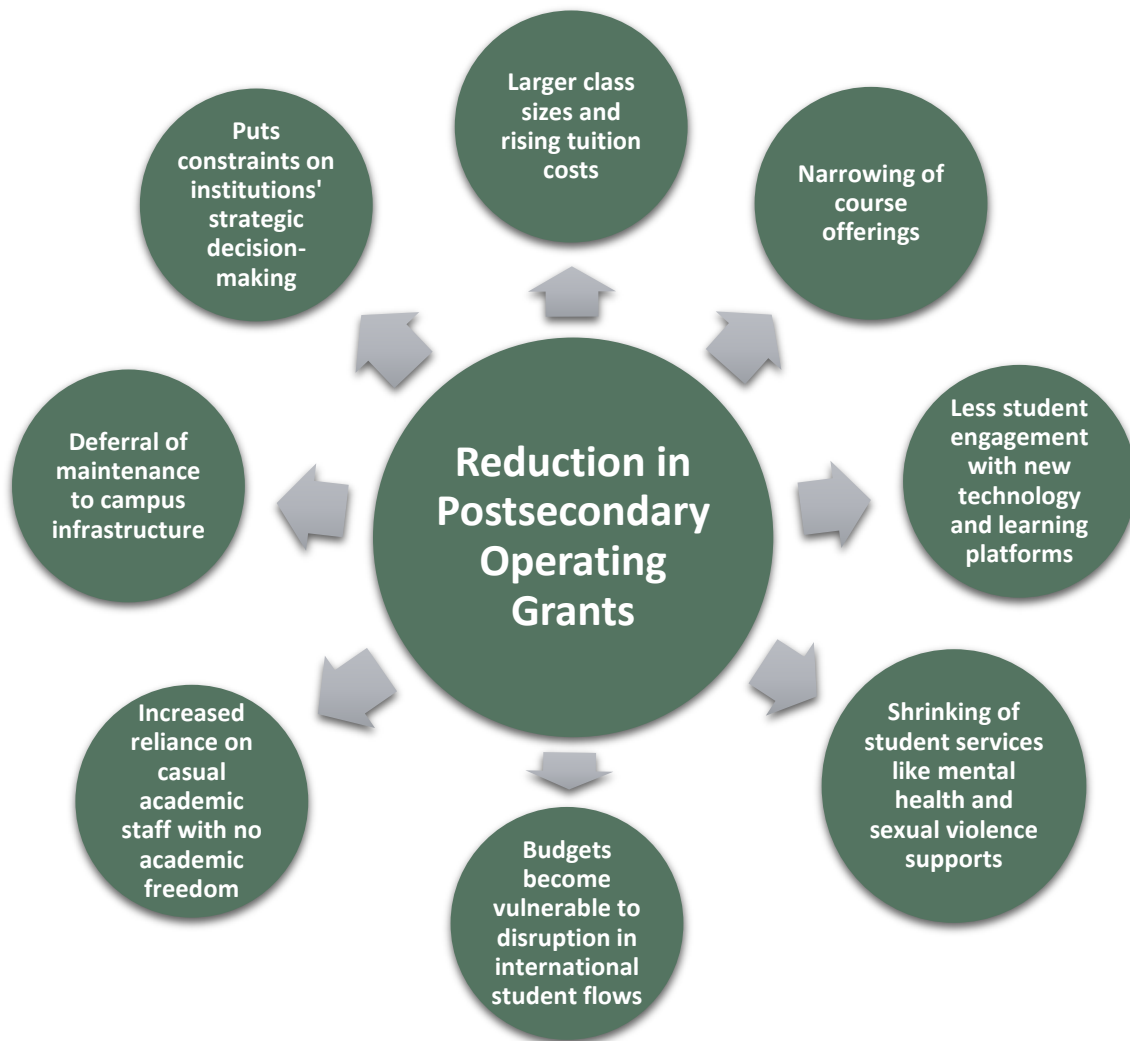
¹⁷ 'Provincial Budget 2018, U of M Response', *UM Today News*, March 2018

¹⁸ 'Backgrounder No. 3: Corporatization in Post-Secondary Education', *Canadian Union of Public Employees (CUPE)*, January 29, 2019.

to help institutions put in place the staffing and data collection processes necessary to accurately report their outcomes.

After all, monitoring institutional performance based on PBF outcome criteria requires that institutions themselves take on the added burden of investing in data systems or hire additional academic support staff members to respond to PBF metrics.

PBF models, particularly the Tennessee model, require a lot of additional data collection and tracking, including increased testing of students. How is this to be handled, and whether additional funding will be provided to institutions – perhaps as part of the ‘fixed costs’ portion of the PBF formula – will be an important aspect of any future PBF model. If institutions are not provided with guidance and additional resources up front to collect, quantify and track the necessary data underlying their PBF outcomes, they will be disadvantaged from the start.





RECOMMENDATION 5: Amend FIPPA legislation and the Workplace Safety and Health Act to enable institutions to share with both survivors and prospective employers the findings of internal investigations into former employees accused of sexual misconduct, and disciplinary action taken as a result.

In Brief:

- Acts of sexual misconduct by University of Manitoba faculty in recent years have revealed the overly restrictive nature of FIPPA legislation when it comes to making relevant disclosures to perpetrator’s prospective employers.
- The government’s role in helping to create a safe learning environment within institutions is to ensure that there are no legislative barriers preventing the shift toward more survivor-centric processes of disclosures/complaints, investigations and reporting.
- Amending legislation to allow for institutions to share the findings of internal investigations with prospective employers is a natural extension of the Government of Manitoba’s public commitment to implement Clare’s Law.

Thanks to the ongoing legacy of the *#MeToo* movement and changing social attitudes, we are witnessing a wave of effort to stamp out interpersonal and gender-based abuses, especially acts perpetrated by those in positions of power over their victims. However, more action is needed.

The full scope of the problems are in all probability much, much worse than we know. The data we do have represents only a sliver of the truth – especially for sexual assault, which is distinct for being the crime least likely to be reported to police due to feelings of guilt and shame by the victim. Experts point out that official crime statistics on sexual assault likely capture only around 5 per cent of the acts being committed.¹⁹

¹⁹ ‘Criminal Victimization in Canada, 2014’, *Statistics Canada*, November 2015

Of the cases of sexual assault that do end up being reported and prosecuted, less than half end up resulting in a conviction. In the end, that means only around 1-2 per cent of the acts of sexual violence that occur in Canada get punished.

This is particularly true in the context of post-secondary education. An investigation by Maclean's magazine in early 2018, including a survey of some 23,000 students across 81 post-secondary institutions in Canada, found that over 20% of female students and one in two LGBTQ2S* students had experienced sexual assault in their lifetimes – half of those incidents occurring while at university.²⁰

However, shortcomings in the criminal justice sense does not mean that perpetrators cannot be held to account in other ways, like alerting prospective employers to past investigations that unearthed credible evidence of wrongdoing.

As part of Manitoba's 2019 provincial elections, UMSU lobbied all political parties, in conjunction with Students for Consent Culture Canada (SFCC), to support a re-examination of provincial legislation to allow survivors to know the results of sexual violence investigations and disciplinary action taken as a result.

In this regard, the Government of Manitoba deserves praise for its commitment made in the 2019 Throne Speech to implement 'Clare's Law'.

Otherwise known as the Domestic Violence Disclosure Scheme, the law was first passed in the UK in 2014 and most recently by the Government of Alberta in October 2019, and previously the Government of Saskatchewan in 2018. The law allows for police to disclose to individuals information about their partner's past history of domestic violence, empowering them to leave potentially abusive situations.

However, given events at the University of Manitoba in recent years – particularly the situation around former jazz instructor Steve Kirby and his subsequent hiring by Berklee College in Boston – we recommend the Government of Manitoba amend legislation by extending similar principles to allow the sharing of information with victims/complainants and between workplaces and institutions as part of reference checks during prospective employer's hiring processes.

The U of M cited privacy laws as to why they did not inform Berklee College about its investigations into Steve Kirby's sexual misconduct, despite the fact that the university issued several letters of employment to prospective employers on Kirby's behalf.

²⁰ 'Canadian universities are failing students on sexual assault', *Maclean's*, March 2018

Kirby retired from the U of M in 2017 after an internal investigation found evidence he was guilty of sexually harassing female students of his during the period of 2014 to 2017. After leaving the U of M, Kirby was able to secure a position at Berklee, even though the chair of Berklee's jazz department claims to have asked Kirby's references at the U of M whether he had any history of misconduct.²¹

Kirby was later fired by Berklee after it learned of the allegations against him – however, this only occurred as a result of Kirby's victims directly reaching out to Berklee's jazz department themselves.

In the wake of the Kirby scandal – as well as oncologist Dr. Gary Allan Joseph Harding being stripped of his medical licence for six months in 2018 after soliciting sexual relationships with male students and Dr. Peter Jones being forced into retirement in May 2019 after subjecting students and employees to bullying and sexual advances for a decade²² – students, faculty and the administration at the U of M have acted to ensure similar incidents are never repeated.

However, despite this progress, a major action gap remains: current provincial privacy legislation that prevents victims/complainants from learning the outcomes of their disclosure and reports, and prevents prospective employers from knowing the findings of past internal investigations into the alleged misconduct of potential hires.

Addressing sexual violence in post-secondary institutions begins with taking survivor-centric approaches to disclosure, investigative and reporting processes; the government's role is to remove legislative and regulatory barriers that prevent this shift.

As Students For Consent Culture Canada, an anti-sexual violence advocacy organization, noted previously during Manitoba's 2019 election, two specific changes to provincial legislation that would have the most wide-ranging benefit include modifying sections 10.2(2)(c) and 11.6 of the Workplace Safety and Health Act, and amending section 44(1) of FIPPA.

Changes to the Workplace Safety and Health Act will also have positive effects for students in vulnerable positions as a result of co-op work placements. Specific recommended changes to both acts are detailed below.

Reflecting on both the Kirby scandal and Harding scandal, University of Manitoba vice president (academic), Janice Ristock has argued "it's time for more conversation about the laws that prevent disciplinary information from being shared between universities."²³

²¹ 'Female students allege sexual misconduct against former U of Manitoba jazz prof Steve Kirby', *CBC News*, September 2017

²² 'New allegations rock U of M', *Winnipeg Free Press*, December 2018

²³ 'Hands of universities are tied' by privacy laws preventing disclosure of sexual misconduct by staff: prof', *CBC News*, August 2018

To illustrate the lack of progress on this issue, on August 5, 2020, an arbitration ruling ordered the University of Manitoba to pay former jazz professor Steve Kirby \$286,000 in damages for breaching his privacy.²⁴ This in comparison to the students he harassed and sexually assaulted, who were left to advocate themselves to prevent Kirby from remaining in his position at Berklee College, where he had the chance to further victimize students.

We urge the Government of Manitoba to have that conversation by strongly considering the suggested changes below. The province's post-secondary student population deserve a safe learning environment where they can tap into their true potential without fear of being victimized, or fear that their courage in speaking up will be fruitless because the investigations corroborating their allegations are kept locked away as a result of government legislation.

-
- **Add an additional clause to section 44(1) of the Freedom of Information and Protection of Privacy Act, to read:**

"...If the information is relating to an incident(s) of sexual violence and the disclosure is for the purpose of (i) Informing an individual(s) directly impacted by the incident(s)"

By adding this exemption clause in section 44(1), institutions will be able to share the outcomes of investigations and disciplinary action with survivors, thereby adhering to the principles of trauma-informed and survivor-centric practice.

- **Modify section 10.2(2)(c) and 11.6 of the Workplace Safety and Health Act to read:**

"10.2(2) (c) how the complainant and alleged harasser will be informed of the results of the investigation and any disciplinary action"; and

"11.6 As soon as reasonably practicable after an incident of violence to a worker, the employer must [...] (c) inform the complainant and any other person(s) directly involved in the incident of the results of the investigation and any disciplinary action"

By adding language into the already existing 10.2(2)(c), individuals will be able to be informed of the results of a harassment investigation and any disciplinary action taken. Similarly, by adding a section (c) to point 11.6, the same principles will be applied in cases of violence.

²⁴ 'U of M ordered to pay \$286k to Steve Kirby, former music prof accused of sexual misconduct', *CBC News*, August 2020