



# University of Winnipeg Students' Association Board of Directors

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# UWSA

THE UNIVERSITY OF WINNIPEG  
STUDENTS' ASSOCIATION

Open Session Package

Date: September 22, 2025

UWSA Board Meeting

Diksha Bansal, General Manager

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## University of Winnipeg Students' Association Board of Directors

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### **A. Minutes:**

#### **I. Open Session Minutes BOD250721**

##### **Board in Attendance:**

Christopher Yerd: Interim Chair of Board

Emmanuel Oladele: Secretary of the Board

Alan Saji Koshy: President

Harleen Doel: Vice-President Student Affairs

Omega Budhathoki: Vice-President External Affairs

Indie Lea Dufour (He/they): 2SLGBTQ\* Students' Director

Brie Villeneuve (they/them/theirs): Accessibility Director

Ronel Shapiro: Business and Economics Director

Ayesha Raza: Community Liaison Director

Marnie Bloom: Education Director

Teddy Max Ruben: Emerging Leader Director

Samarjeet Singh: Emerging Leader Director

Abhijit Sidhu: Environmental Ethics Director

Pragun Raj Aul: International Students' Director

Oyindamola Eluwade: Racialized Students' Director

Nalina Bista: Recreation and Athletics Director

Molly Vanderwater (she/it): WTNB Student's Director

Aleecia Doyle: Urban & Inner-city Director

Denise Sharmell Cunanan: Arts Director

##### **Board Absent:**

Soban Faiz: Emerging Leader Director

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Harmandeep Kaur Ghataura: Part-time/Mature students' Director

Mannatpreet Kaur: Science Director

### **Staff in Attendance**

Cynthia Nwachukwu: General Office Assistant

Olayemi Olaleye: Chief Financial Officer

Diksha Bansal: General Manager

Ted Turner: Special Projects Manager

Tom Sidebottom: Chief Operating Officer

### **Guest**

Ioulia Berdnikova: UWSA Daycare Director

## **Open Session**

### **1. Call to Order**

The regular monthly meeting of the University of Winnipeg Students' Association Board of Directors was held on Monday, July 21, 2025, via Hybrid. Christopher Y. called the meeting to order at 5:01 pm. Following the confirmation of quorum, the house continued to the agenda.

### **2. Introduction Circle**

The Chair, Christopher Y. led an introductory circle with the directors in attendance.

A new item was added to New Business: "Committee adjustments."

**Harleen D. moves the motion to approve the order of business; seconded by Aleecia D. seconded it.**

### **Motion Carries**

### **3. Special Business**

### **4. Consent Agenda**

a. Minutes

i. BOD 250630 OPEN

Brie V. wanted their pronouns from last board meeting's minutes to be amended to "their."

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Indie D. wanted to amend the statement that they met about meeting the Christian Students Association. They met the Queer Students Association instead.

### ii. Daycare Minutes- June 2025

**Harleen D. moves the motion to approve the minutes; seconded by Aleecia D.**

**Motion Carries**

### b. Reports

#### i) Executive Reports

Alan K.: He had a number of internal and external meetings. He is looking forward to the senate meeting.

Harleen D.: She met with Alex concerning the upcoming talent show in October. She is working on remodelling the student group funding. It has been discovered 80% of students stay in Manitoba after studies. The Student Senate Caucus is now active.

### Director Reports

Marnie B.: Marnie created the online form for the French class that she mentioned last meeting. She sent it to French department for review. She connected with some organizations for the CPR courses. She intends on creating Holocaust education week/month; possibly doing this in October. She intends to reach out to Israeli organizations for possibility of providing this education

Aleecia D.: Aleecia met with UWSA Daycare staff. She had a meeting with the city concerning the abandonment of Balmoral station being. She also connected with Selkirk students.

Indie D.: Indie connected with Travis Greene to ensure students' chosen name being used in addressing them in communications. He connected with the queer community.

Denise C.: Denise intends to host some workshops. She mentioned the English as an Additional Language (EAL) program has been shut. She intends to host workshops in relations with EAL. She has been connecting with some photographers in the city. She intends to make the Student Price Card (SPC) in the university. She intends to reach out to non-profits where students can do internship and the UWSA can gain sponsorships. It has been reported students have been applying to these non-profit on their own instead of through the uni.

**Harleen D. moves the motion to approve the reports; seconded by Aleecia D.**

**Motion carries**

## 5. Communications

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## **6. New Business**

### **i. UWSA Daycare Wage Increase Motion**

The UWSA Daycare Director, Loulia B., gave an overview why the wage increase is necessary. She highlighted some key issues:

- There has been no major increases in wage for some years.
- There are many children on the waiting listing and there is not enough room to accommodate them.
- There has been a reduction in the quality of child care staff due to low wages. At the moment, 86% of staff will be trained. But by the following week 90% of staff will be trained. It takes a year to train new staff.
- Last year, there was 20% raise in wages which was given by government based on the Daycare reaching the target level for trained staff.
- In April, government changed the target requirements for trained staff which affected wage increases. This changed the wage increases significantly. It was discovered that the UWSA cannot cover the wage

**Ronel S. moves the motion; seconded by Indie D.**

Motion: Whereas the UWSA Daycare is required to administer proposed wage increases in keeping with ELCC (MB Early Learning and Childcare) funding requirements.

And Whereas the Daycare Management Committee has recommended further levels of, and specifications to the proposed wage increases.

Be it Resolved That:

All UWSA Daycare Staff will receive wage increases according to the recommended ELCC wage target level with a minimum increase of 2% applied to all staff.

### **Discussion Circle**

Olayemi O.: Are there going to be additional grants to take care of future increases?

Ioulia B.: The government did not give a specific answer. It seems like it will continue as long as liberal/NDP is in power. However, the grant is guaranteed for next year. The operating grant is for the UWSA Daycare.

Olayemi O.: Will we be breaking any ELCC rules if the 2% is given as a bonus?

Ioulia B.: Ioulia is proposing a halt in the wage increases until the Daycare receives confirmation from the government that they will match the wage increases and give their guidelines.

The Daycare director was excused from the meeting for the board to vote on the Wage Increase

### **Discussion circle**

Tom S.: He would like to separate the two motions: One for the daycare staff increase as a mandate and to hold off on management staff increases until we do the following:

- Compare with other similar size Daycare of salary across Manitoba
- Performance appraisal

Aleecia D.: Louila does extra work to ensure the budget balance each year. The UWSA's board of director executive's salary was recently increased by 2%; hence, why shouldn't we increase the Daycare staff salary? We need to support Daycare by making their wages sustainable.



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Alan S.: He is not sure the number of staff are getting the 2% increase

Ronel S.: Is the minimum 2% increase? And do some of the staff get more than 3%?

Tom S.: Yes

Aleecia D.: We should get more information about the staff longevity & directors

**Ronel S. move the motion to split the original UWSA Daycare wage increase motion; seconded by Harleen D.**

### Motion 1

UWSA Daycare staff receive from with recommended wage increases of 2% by ELCc of all line no-management staff excluding the management staff.

**Ronel S. moves motion 1; seconded by Indie D.**

### Motion Carries

### Motion 2

The UWSA board of director should tasks the COO to perform salary scales and performance review on 3 non line management inclusive of retention and social impact to any adjustment and remuneration. The COO will perform these tasks by September board meeting and provide updates in August board meeting.

**Ronel S. moves motion 2; seconded by Indie D.**

### Motion Carries

### ii. Committee Adjustment

Executive committee- Ronel S.

By-law Committee- Brie V.

**Denise C. moves the motion to move to closed session; seconded by Indie D.**

### Motion Carries

## Day-Care Health and Safety Minutes:

The file is attached with the package.

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Committee Meeting Minutes:

**By-laws and Policy Committee Meeting**  
**Minutes @12:30 PM**  
**September 10, 2025**

**Members in Attendance-**

President- Alan K.

WTNB Director- Molly V.

Emerging Leader Director- Teddy R.

Arts Director- Denise C.

Accessibility Director – Brie V.

VPEA- Omega B.

Chair- Christopher Y.

**Staff in Attendance-**

General Manager- D. Bansal

Special Project Manager- T. Turner

**1. Call to Order**

The By-laws and Policy committee meeting was held on Wednesday, September 10, 2025, virtually.

The chair called the meeting to order at 12:34 PM

Chris Y. moves the floor to president.

Alan K. - not a big agenda this time but the big target is to review some of our by-laws.



Ted- There are some indigenous focused initiatives to explore further. Some revisions will support the better structure. We may want to look at SGM later this term if possible, to achieve the by-laws with following all the SGM protocols, tentatively by November 2025.

Talked about some Legal helps like the last time.

Chris Y.- What is the timeline for Positive space policy? When are we start doing that?

Alan K.- To figure out the time and bring this thing to the board to know their recommendations and suggestions. By next by-laws meeting i would like to set up a timeline on the positive space policy. The Goal is to have a direct line with UW department, and it will help for UW human right department too. In fall term, I am expecting suggestions or recommendations on that. The goal is to establish a policy for student group or any entity who might come under this policy in Winter Term. We would need help, consultation from the experts or experienced people like communities.

Molly V.- What is the logistics or structure of this policy making?

Ted- In the past, we had to go through this committee, having regular scheduled meetings for the by –laws revision with previous executives and some staff members. In The November SGM, maybe we will focus on some things that can help in our next election cycle. Mainly indigenous focused initiatives.

Chris Y. – Suggests looking at the. by-laws and address what is the priority, high, medium, low and long-term goals. Highlight according to the section and prioritize the high one for SGM. For example – If the by-laws are not following the corporate act than that will be high priority. Identify some key things in by-laws and share them in the upcoming meetings

Molly- Itemize the things according to priority level would be great, as they have list of things to propose. Do we have any prior suggestions from last year executives?

Ted- Must look for the minutes, not sure if that has been done by executives committee or by-laws last year as this meeting has not been meet last time.

Chris Y.- Asked for the queries.

The meeting was Adjourned at 1pm. The next committee meeting is scheduled for Monday, 22 of September at 12:30PM to 1.30 PM.



## **Finance Committee Meeting Minutes @12:00 PM September 12, 2025**

### **Members in Attendance –**

**Business and Economics Director- Ronel S.**

**Racialized Director-Oyindamola E.**

**VPSA- Harleen D.**

**VPEA- Omega B.**

**President- Alan K.**

### **Staff in Attendance –**

**General Manager- D.Bansal**

**CFO- O. Olaleeye (chair)**

**COO- T.Sidebottom**

**Special Project Manager – T.Turner**

### **Call to Order-**

The Finance committee meeting was held on Friday, September 12, 2025, Hybrid. The Chair called the meeting to order at 12:05PM .

In meeting- Execs, Bus and Eco director, Yemi, Ted, Tom, Diksha

### **2. Agenda-**

- **Review of UWSA financial Statements**
- The 2024/25 audit is in process and is expected by the end of October.

O.Olaleye- Presents the Financial statement. The Statement Is available in the board package.

O.Olaleye- Audits are up to date. Before end of the october we will have everything wrapped up.

The meeting was Adjournment at 1.06pm.

# Student Life Committee Meeting Open Session Minutes @11:30 AM

## September 15, 2025

### Virtual meeting

#### Members in Attendance

Recreation and Athletics Director - Nalina

2SLGBTQ\* Students' Director - Indie

Education Director – Marnie Bloom

#### Staff In Attendance

General Manager – Diksha Bansal

Special Projects Manager – Ted Turner

General Office Assistant – Cynthia Nwachukwu

#### 3. Call to Order

The student life committee meeting was held on Monday, September 15, 2025, virtually. The Chair called the meeting to order at 11:38AM.

#### 4. Introduction Circle

The chair led an introductory circle with members in attendance.

#### 5. Agenda

1. Review of UWSA Student Group Applications

**D. Bansal** - Shares some insights on student groups applications and since the deadline had passed, the basic requirement (positive space training) must be met to approve these applications.

**Harleen D.** – We are working on structuring a financial system that will be fair and sustainable in reimbursing student groups funds for their events and activities in the long run.

We received a total of 75 students' group applications: 56 returning applications and 19 new applications. Among them were 19 affiliated student group applications and 56 recognized student group applications. All Student groups applications were reviewed. Also, Female + Filmmakers, and Creative Writing & Literature Club submitted their application twice so only one application will be approved for both groups.

2. Approval of UWSA Students Groups

The committee unanimously approved 71 student group applications including returning students group and new student's groups.

**VP&A & Indie** - The Campus Conservatives is put hold until issues are reviewed and resolved at the September board meeting.  
**D. Bansal** - The UWHoopers did not complete the positive space training and will be put on hold until the next student life committee meeting.

### Motions

*The motion to bench University of Winnipeg Campus Conservatives and UWHoopers until the September board meeting.*

*The motion for the committee to Unanimously approve all reviewed returning, affiliated and new students' groups with the exception of University of Winnipeg Campus Conservatives and UWHoopers.*

Motion Carries. The committee unanimously approves all students' groups.

**Harleen D.** - A new development to improve student engagement will be that student group will provide past year reports of events and receipts if they require funding. The benched student's group will be decided in the October student life committee meeting after the September board meeting. Groups on hold will be contacted on reasons for the hold.

The committee unanimously approves all students' groups.

## **6. Adjournment**

The meeting was adjourned at 12:16pm. Next student life committee meeting is scheduled for Friday 26 of September at 11:30am.

# Campaign and External Relations Committee Meeting Minutes

Date: September 15, 2025

Virtual Meeting

Time: 4:00 pm

**Present:** Omega Budhathoki (VPEA, The Chair), Brie Villeneuve (Accessibility Director), Ayesha Raza (Community Liaison Director), Samarjeet Singh (Emerging Leader Director), Ted Turner (Manager of Special Projects Strategic Initiatives/Staff)

**Regrets:** **Pragun Raj Aul** (International Students' Directors), **Soban Faiz** (Emerging Leader Director)

**Call to Order:** The University of Winnipeg Students' Association Campaign and External Committee Meeting was held on September 15th, 2025, online on Teams. The chair called the meeting to order at 4:05 pm. Following the confirmation of quorum, the committee continued to the agenda.

Ayesha R. moved the motion, and Brie seconded. Motion carries.

**Introduction Circle:** The Chair, Omega B., led a brief introductory circle with everyone in attendance, with their positions and respective pronouns: Omega (she/her), Brie (they/them), Ayesha (she/her), Samar (he/him), Ted (he/him)

## Approval of the Order of Business:

Omega B. moved the motion to carry the agenda along with any new business.

## 1. Agenda

1. Discussion on priorities for the term and assessing current needs:

- Omega mentioned more discussion on positive space policy advocacy.

- Brie recommended we investigate something that had already been working on from the previous committee meeting. Ted added that the previous committee hadn't met last year and volunteered to look at the minutes from the previous executive committee to see if this group would want to revisit. They recommended continuing to investigate the free flow initiative. Depending on the level of staff, they recommended a feedback form to create a truly accessible campus and encouraged them to create an accessibility plan for the UWSA that is publicly available.

2. Mental Health commitment and advocacy:



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Ayesha inquired about what we were in conversation about with downtown biz, follow up with downtown biz for a meeting: she updated that she would. Ayesha recommended we support the UWSA fashion show within the committee, especially in collaborating with community members/organizations.

Omega updated on upcoming lobbying efforts. There were discussions mostly about supporting the Nepali students because of ongoing events in the country and updates on work already made so far. Talked about looking into research capacity within the committee.

On Next meeting: UWSA Fashion show: external collaboration (Timeline)

The next meeting was decided to be held 2 weeks from the day of the meeting: date to be determined.

**Adjournment:** The meeting was adjourned by the chair.

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## Reports

### i. Finance Report

The financial statement is attached with the package.

## ii. Executive Reports:

### President Report Aug-Spet2025

#### BOD Meeting – September 22<sup>nd</sup>, 2025

August has been a month of active planning and groundwork as we prepare for the Fall term. And September has been a month where we were focused on welcoming students back and getting things moving. Much of the work has focused on building structures that will last beyond this year—whether in policy, student advocacy, or organizational development. Below is a summary of the main initiatives and discussions from the past 2 months.

## August 2025

### Winnipeg Foundation Fund

- Held an important meeting with the Winnipeg Foundation regarding the creation of a **multipurpose fund** through their foundation.
- The concept is to build a sustainable financial resource that can be drawn on by future boards and executives for **annual projects or legacy initiatives**.
- Discussions are ongoing on how the fund would be structured, governed, and accessed. While no final decision has been made, establishing it could provide a long-term tool for supporting UWSA's mission and strengthening our capacity to serve students.

### Campus Safety

- Met with Security Services to address student safety concerns raised on campus.
- A major topic was the **green corridor** that connects the Science Building and the main campus, where students have reported feeling unsafe, especially in evenings and lower-traffic times.
- Broader campus safety issues were also discussed, with a focus on how UWSA can collaborate with Security to address concerns more proactively and improve communication with students.

### Stakeholder Review

- We have started work on a **comprehensive review of UWSA's partnerships**, both internal and external.
- The goal is to **map out relationships, identify gaps or weak points, and evaluate our "stake"** in each partnership.
- This review will help us establish clearer priorities, create accountability, and strengthen collaboration with key stakeholders. Preparation is ongoing, and updates will be shared as the review progresses.

### Positive Space Policy

- The **Positive Space Policy** is under review, with the goal of making sure it reflects the **nuanced environment** students experience today.
- Meetings have focused on how the policy can better ensure that students using UWSA spaces and services feel safe, welcome, and supported.
- The plan is to **collect feedback**, revise language, and create an updated version that can evolve with student needs.



## Volunteer Pool Development

- In development is a **general volunteer pool for UWSA**, which could also support our affiliated entities (CKUW, The Uniter, and the University).
- The structure is still being discussed, but the aim is to create:
  - A sustainable model that future executives and staff can use.
  - A process that makes volunteering **easy to join, well-coordinated, and rewarding** for students.
- Internal testing will begin within UWSA departments. Work is also being done on **updating waivers** to ensure legal and operational clarity.

## 40% Cap on Final Assessments

- Located draft documents on the **40% cap policy** created by the 2024–25 UWSA Executives.
- This policy would ensure that **no final exam or assignment counts for more than 40% of a student's final grade**.
- We are currently reviewing these materials with the aim of submitting them to **Deans' Council and Senate by September**.
- If passed, this initiative could have a major positive impact by making coursework **more balanced, accessible, and less stressful** for students.

## Training & HRDO Collaboration

- Followed up with the **Human Rights & Diversity Office (HRDO)** on essential training opportunities.
- Plan includes:
  - **Staff Training:** An upcoming one-hour session for all full-time and parttime staff, recorded for those unable to attend.
  - **Board Training:** Exploring how to condense their training into an efficient one-hour session. Conflict resolution was partially covered during earlier Board orientation.
  - **Student Group Training:** To be scheduled once new student groups are processed (late September–early October). Will likely be a one-hour session for group executives.
- We also requested a list of **resources and information materials** from HRDO to display in UWSA spaces (lounges, General Office, etc.).

## UWSA Engage – Radio Show

- Significant progress has been made on **UWSA Engage**, a weekly radio show in partnership with CKUW.
- Planned structure includes:
  - Student group spotlights.
  - Guest appearances from across UWSA and the wider community.
  - “Executive sessions” where individual executives host solo segments.
  - “Song of the Week” and other student-centered features.
- Goal: Launch the first episode in **late August–early September**. Engagement and feedback from the board will be essential to shaping this initiative.

## Diversity Foods Collaboration

- Planning upcoming meetings with **Diversity Food Services** to discuss:
  - Menu changes and new offerings.
  - A **student saver menu** to improve affordability.
  - Opportunities for collaboration on **ethical sourcing, food insecurity initiatives, and donation partnerships**.

### Student Group Funding

- Student group funding structure was successfully mapped out, with **Harleen taking the lead**.
- A new, improved application form and streamlined process for funding requests will be in place for Fall.
- This will allow student groups to access resources more easily while ensuring accountability and transparency.

### HighFive Events Platform

- Met with representatives from **HighFive** to explore how it can function as a centralized events platform for UWSA and student groups.
- Plan: Begin populating the platform with student group accounts and events this Fall.
- Will accept feedback from students and directors on usability. Akshay Krishna (co-founder) is available for further explanation and onboarding.

### Canadian Federation of Students – MB (CFSMB)

- Met with **CFS-MB** to strengthen collaboration and establish **concrete, executable goals**.
- Upcoming joint initiatives include:
  - **Lobby Week in October**.
  - **Truth and Reconciliation Week** (including an **Orange Shirt Day giveaway**).
  - Research and assistance with UWSA's government-level advocacy priorities.
- CFSMB also invited UWSA to their **BBQ at Université de Saint-Boniface on August 29**.
- Going forward, we plan to hold **monthly check-in meetings** with their team.

### Indigenous Initiatives & Advisory Circle

- Met with **AVP Indigenous, Dr. Chantal Fiola**, to discuss UWSA's role in advancing **Truth and Reconciliation** on campus.
- Our conversations focused on **reviving the UWSA Indigenous Advisory Circle** and the possibility of creating a dedicated **UWSA Vice-President Indigenous position**.
- The executive team and I believe that establishing such a position would strengthen UWSA's ability to represent and advocate for Indigenous students, while deepening our relationships with the wider community, build long-term partnerships, and ensure consistent Indigenous leadership within the association, while also getting more support in UWSA initiatives for the general populous..
- Next steps will involve working collaboratively with the **Indigenous Students' Association (ISA), AVP Indigenous Office, UWSA Board, staff, and community partners** to develop a proposal assessing the viability, scope, and responsibilities of this potential role.

### Manitoba Students Alliance (MSA)

- Over the past month, we have been engaged in regular meetings with UMSU and the RRCSA to discuss matters that affect students across Manitoba. These conversations are in the early stages, but the focus so far has been on establishing a provincial-level student advocacy body. The consensus from the group has been to form a non-profit organization under the name **Manitoba Students (MBS)**.
- The immediate work is centered around drafting terms of reference, defining our stake in the plan, and exploring the viability of this new structure. The long-term goal is to ensure Manitoba students have a united and effective voice on provincial issues such as tuition, affordability, international student healthcare, and lobbying with the government.

- This process is ongoing, and we will continue to update the Board as the structure and priorities of MBS begin to take shape.

## 2025 Roll Call

- Finalizing details for Roll Call: vendors and student groups that will be tabling.
- **Afterparty:** Public Domain, September 5, 5 PM – 8 PM and late.
- Met with owners who have past UWSA involvement:
  - Interested in supporting future events. ◦ Open to hosting student group gatherings.
  - Potential discounts for UWSA members.
- Conversations ongoing; feedback and event ideas welcome.

## Downtown Businesses / Student Saver Network

- Developing a **student saver network** with downtown businesses.
- Several board members have expressed interest in participating. • Goals:
  - Create a network of discounts and student services around campus and downtown.
  - Engage with **Downtownbiz**, **True North**, and other stakeholders in downtown revitalization. ◦ Highlight that University of Winnipeg students are active downtown consumers.
  - Encourage collaboration and inclusion of students in revitalization projects.
- Work expected to be extensive; support and initiative from board members is welcome.

This month has been about **laying foundations**—whether in governance, advocacy, or student engagement. I look forward to building on this groundwork as we move into September and the start of the academic year.

## 3. September 2025

### University Relations

- **Meeting with Senior Administration** ◦ Met with President Todd and AVP Provost Pavlina to discuss shared advocacy goals and ongoing collaboration.
  - Key updates:
    - **International Student Awards:** Administration is advancing developments to expand supports. More details will be available once brought forward to Senate.
    - **Government Lobbying Strategy:** UWSA and senior administration are working toward a **combined approach** to advocacy at the provincial and federal levels. This will strengthen the student voice and align our lobbying efforts with university priorities. ◦ **Financial Support from the University:**
    - Senior administration confirmed that the University will be **gifting \$25,000** to the UWSA to support student initiatives.
    - The Board will be updated on plans and progress for the allocation of these funds.

### Advocacy & Student Support

- **Nepal Crisis Support** ◦ Met with University leadership and responded to the Nepalese Student Association's call for solidarity and support.
  - Focused on:
    - Ensuring counselling/wellness resources are accessible.

- Flexibility on academic deadlines for impacted students.
  - Exploring financial flexibility options (tuition deadlines).
  - UWSA commitment to stand with Nepalese students in this crisis.
- VP External Affairs, Omega, has been actively working on engagement, and the President pledged full solidarity with future initiatives.
- **Student Mental Health Framework** ○ UWinnipeg launched development of a **Student Mental Health Framework**.
  - Advisory Committee being formed → UWSA invited to designate a representative.
  - Framework aims to be trauma-informed and culturally responsive. ○ Opportunity for UWSA to partner with administration and peer wellness educators to shape mental health policy.
- **Provincial & National Advocacy** ○ Continued work with **Manitoba Students (MBS)** in collaboration with UMSU and RRCSA.
  - Nonprofit structure under development, terms of reference being drafted.
  - Priorities include tuition, affordability, lobbying, and international student healthcare. ○ Ongoing collaboration with **CFS-MB** to ensure representation at both provincial and national levels.
  - Engaged with **AMS (UBC)** for solidarity on national issues:
    - Youth Climate Corps initiative.
    - \$10 student rate on BC Ferries.
    - UWSA expressed willingness to endorse and support if not too late.

## Events & Student Life

- **Roll Call 2025 (Sept 3–5)** ○ Successfully launched first major student event of the year.
  - Highlights:
    - Tabling from student groups and partners.
    - Afterparty at Public Domain in collaboration with local businesses.
    - UWSA executive team engaged with new students.
  - Notable absence: Diversity Foods (unable to participate this year but open to future collaboration).
- **Orientation Week** ○ Delivered UWSA Orientation Speech welcoming new students, highlighting services, advocacy, and opportunities for involvement.
  - UWSA maintained a strong presence at **orientation tabling** to connect directly with students.
  - Shared information on:
    - Health Plan, U-Pass, Food Bank, Free Flow menstrual products, and advocacy supports.
    - Service Centres (Access, BIPOC Lounge, Rainbow Lounge, Women Trans Spectrum Centre).
- **Upcoming Initiatives** ○ **Soup Coupon Program**: Planning to roll out in winter, with pilot options earlier. Distribution through Wellness Centre, Info Booth, etc. ○ **Exam Coffee Specials**: Exploring partnerships and timing for December exam season. ○ **Student Radio Marathon (Sept 16)**: UWSA invited to participate and sponsor. Opportunity for execs to share services and plans.

## Governance & Internal Matters

- **Committee Functioning** ○ Concern raised: Apart from Daycare, no other committee meetings have taken place since summer. ○ Execs flagged this as an urgent issue → many projects and initiatives depend on committee engagement. ○ Commitment made by executives to support morale, coordination, and scheduling to ensure meetings resume promptly.

- **Board Engagement** ○ The Uniter introduced new campus reporter, **Bradi Breckman**, who will cover UWSA activities throughout the year. ○ Positive relationship maintained with student media → opportunity for strong coverage of initiatives.

## Finance & Operations

- **CFS Manitoba Dues** ○ Ongoing correspondence regarding unpaid dues from 2023–2025. ○ CFS requested enrollment data per semester to calculate outstanding amounts.
  - Confusion over whether past cheques were sent without a verified invoice.
  - UWSA seeking clarification and preparing to provide data to resolve issue.
- **Financial Health Review** ○ Initiated inquiry into UWSA's overall financial health. ○ Request made to staff and executives for a clear picture of current finances and obligations. ○ Purpose: identify risks, improve transparency, and ensure stability for stakeholders who rely on UWSA funding.

## Partnerships & Community Engagement

- **Golden Key Association** ○ Outreach from UW Golden Key (UWGWK) expressing interest in collaboration. ○ Opportunities discussed: workshops, events, and joint initiatives that benefit students and community.
  - UWSA open to exploring areas of partnership over the academic year.
- **Campus Media & Communications** ○ Strengthened collaboration with **The Uniter** and student media. ○ UWSA invited to amplify initiatives through joint coverage and student engagement.
- **UWSA Engage Radio show/Podcast** ○ Partnered with CKUW to launch *UWSA Engage* as a new media platform for students. ○ Three episodes have already been recorded, featuring conversations on student services, advocacy, and campus life. ○ Goal is to produce episodes consistently throughout the year to provide updates, highlight student voices, and strengthen engagement.

Beyond the specific updates outlined for September, much of our work has been a continuation of the priorities and initiatives introduced in the August report. These efforts have naturally rolled into one another, creating momentum that has kept us both busy and engaged over the past two months. It has been a roller coaster; it has been busy and engaging, and such a thrill to be doing this service for you all. Happy to work with you and for all of you and cannot wait to put in the hours that await to do good things for everyone that we represent!

Serving you in this role is an absolute privilege, and I am grateful for the trust placed in me.

**Alan Saji Koshy (He/Him)**  
**President**



**University of Winnipeg Students' Association**

## **a. VPSA Report**

# **Vice President Student Affairs's Report – August & September 2025**

## **4. August 2025**

August has been a month of setting strong groundwork for the upcoming Fall term. Much of our focus has been on policies and student supports that will benefit not only this year but also future boards and executives. Below is a summary of our key initiatives and updates.

### **Student Group Funding Model**

A major priority this month has been advancing the Student Group Funding Model. The base structure has been finalized: student groups will be able to apply for funding at the time of registration (Fall or Winter intake). They will be required to submit an expected budget for the academic year, along with supporting documents such as a year-long budget sheet and a list of planned events.

What remains under discussion is the percentage cap on allotments. The cap will ultimately depend on the number of groups applying and the amounts requested. This approach will ensure fairness and accountability while staying within the UWSA's annual budget. The final percentages will be confirmed once all applications are reviewed, but transparency and equity remain at the core of this new model.

### **Indigenous Engagement**

We also met with the AVP Indigenous, Dr. Chantal Fiola, to discuss UWSA's role in supporting Truth and Reconciliation efforts on campus. A key part of the discussion was reviving the Indigenous Advisory Circle and exploring the creation of a UWSA VicePresident Indigenous position.

This role would strengthen UWSA's capacity to represent Indigenous students, build lasting community partnerships, and embed Indigenous leadership within the association. Collaboration with the Indigenous Students' Association, the AVP Indigenous Office, and community partners will guide the development of this proposal.

### **Orientation and Student Support**

On Wednesday, August 13, we attended the New Access Student Orientation and delivered a presentation on behalf of UWSA. This was an important opportunity to connect directly with new students, introduce them to the services and supports available through UWSA, and emphasize the importance of student engagement as they begin their university journey.

Throughout the month, I also attended the weekly Senate Student Appeals Committee meetings, ensuring that student voices were consistently represented in academic appeal processes and decisions.

### Policy and Advocacy Work

- Continued review of the Positive Space Policy to ensure it reflects current student needs and creates welcoming, inclusive environments.
- Located and reviewed draft materials on the 40% cap policy, which would prevent any single final exam or assignment from being worth more than 40% of a student's grade. The goal is to submit this policy to Senate and Deans' Council in September.

### Engagement and Outreach

- Advanced work on UWSA Engage, our upcoming radio show in collaboration with CKUW, which will highlight student groups, community voices, and executive updates.
- Finalized preparations for Roll Call, including tabling coordination and event planning for the afterparty.

This month has been about **laying the foundation for sustainable change**, with the student group funding model, Indigenous initiatives, and orientation outreach as key priorities. As we move into September, we look forward to building on this work and ensuring that UWSA remains accountable, inclusive, and student-centered.

## 5. September 2025

### Roll Call Week (First Week of September)

The month began with Roll Call events, which set a strong tone for student engagement. We participated in **two days of tabling**, connecting with new and returning students. In the evenings, we attended the **Karaoke Night**, which was very well-received by students and created a lively, welcoming environment on campus. The week wrapped up with the **Roll Call After Party**, which was a great success in terms of turnout and energy, helping to build momentum for the semester.

In addition, during this first week, we attended the **Board of Regents Orientation**, which served as an introduction to the structure, rules, and responsibilities of the Board. This was a valuable session in clarifying the role we play as student representatives within the governance system.



## Engagement with Administration and Student Groups (Second Week of September)

In the second week, we had the opportunity to meet with **President Todd Mondor** and **Provost & Vice-President, Academic, Pavlina Radia**. This was a constructive introduction where we discussed shared goals for the academic year and the importance of collaboration between student leadership and university administration.

This week also included a meeting with the **Indigenous Students' Association (ISA)** to review their budget and discuss priorities. We also attended a **meeting with WESMEN**, where we exchanged creative ideas for campus activities. Suggestions included **student nights, performances during games, and more collaborative events with student groups** to foster inclusivity and vibrancy across campus life.

## Progress on Funding Model

We also met with the **Vice-President, Finance and Administration (VPFA)** of the University, who provided experienced insights into how our **student group funding model** should be structured. These discussions have been instrumental in shaping a more sustainable and transparent model. By the time of this Board meeting, we are hopeful that the framework will be finalized and ready for implementation.

## Current Week Leading to Board Meeting

As we write this report, the week leading into the Board meeting is already packed with additional meetings and engagements. These ongoing conversations reflect the momentum built in the first two weeks of September and continue to position us toward stronger collaboration with student groups and administration alike.

**Harleen Kaur Deol (SHe/Her)**  
**Vice-President Student Affairs**



**University of Winnipeg Students' Association**



## b. VPEA REPORT

### Vice-President Of External Affairs Report

**Reporting Period: July/August 2025 and September 2025**

Over the past two months, I've continued to represent the UWSA externally and internally within the university. These conversations have centred on student safety, affordability, and institutional accountability, ensuring that student concerns remain visible in broader policy and governance discussions.

#### External Activities & Partnerships

These months have been focused on building long-term partnerships and strengthening external connections for students. In July, we began a closer collaboration with the Indigenous Students' Association and the VP Indigenous office, laying the groundwork for reviving the Indigenous Advisory Circle and exploring the possibility of a Vice-President Indigenous position within UWSA governance. On affordability, we've been working with Diversity Foods on initiatives like a student saver menu, student groups discounts and broader food insecurity partnerships. Alongside this, I've been in active discussions with Downtown Biz on food accessibility and cultural food navigation around campus. I reached out to fellow directors to collaborate on mapping affordable, culturally diverse food spots for students and exploring potential partnerships with local vendors, something that has gained momentum and interest from directors. We've also started conversations with the Winnipeg Art Gallery and other downtown institutions to expand cultural partnerships and student access. At the same time, a comprehensive review of UWSA's stakeholder relationships is underway to strengthen collaboration with both internal and external partners. These steps are laying the foundation for more accessible, affordable, and culturally connected opportunities for students in the year ahead.

#### Canadian Federation of Students (CFS)

Rebuilding our relationship with the CFS has been a major priority this year. I've spent significant time in active communication with CFS-MB, laying out timelines, long-term plans, and strategies to strengthen their presence on our campus. This work has been foundational to re-establishing trust and setting up meaningful collaboration, with upcoming joint initiatives like Lobby Week and Truth & Reconciliation Week.

In parallel, I've committed to the development of *Manitoba Students* with UMSU and RRCSA. Beyond weekly meetings, we've been meeting on each other's campuses to build a united provincial voice. Our collective focus is on key advocacy issues, especially holding the government accountable to deliver on health care for international students.

These efforts have been at the core of my external advocacy work, ensuring we are not only present but strategically positioned to influence change.

#### Campaigns & Public Advocacy

UWSA campaigns have centred on preparation, structure, and laying the groundwork for advocacy in the year ahead. In July, we met with the administration to revisit the 40% cap on final exams and assignments, revive the co-curricular record, and improve the Free Textbook Courses initiative. By August, we had reviewed draft policy documents on the 40% cap, with plans to submit them to the Senate this Fall. We've also been reviewing the Positive Space Policy to ensure our spaces remain inclusive and responsive to student needs.

Mental health has been another major priority. I've been in ongoing conversations with the administration about the future of the Peer Wellness Educators program and with Student Wellness and Counselling Services on how to better integrate mental health with academic support. These discussions have expanded beyond campus: with CFS-MB now engaged, and with federal interest in potential funding opportunities from Senator Osler, we're building momentum toward a stronger, more sustainable mental health framework for students.

On the communications front, we've partnered with CKUW to relaunch UWSA Engage, a weekly radio show set to roll out in late August/September. The show will spotlight student voices, highlight student groups, and share UWSA initiatives directly with the campus community. Looking ahead, our Fall priorities include tuition advocacy and Truth & Reconciliation initiatives, targeted lobbying at the provincial and federal level to ensure student issues are firmly on the policy agenda.

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## Student Groups & Engagement

July focused on strengthening student group structures, with work underway to make recognition and funding more transparent and accessible. Harleen (VPSA) and the team finalized a new funding framework and streamlined application form, set to launch this Fall.

Preparations for **Roll Call and Welcome Week** are in full swing, including a collaboration with *Public Domain* to host the after-party. This partnership reflects our shared values of community engagement and will create more opportunities for students to connect with the broader downtown community.

New programming is also being developed. A Scholarship Essay Workshop for students is in progress with the Arts Director to support students navigating early deadlines. In addition, I am advancing a creative proposal: UWSA Fashion Show, a student-led runway event that playfully contrasts stereotypes of how students "should" dress based on their majors with the authentic, everyday style of real students and cultural showcase of students' identities here at UofW. So far, the idea of the show is that it will blend entertainment, inclusivity, and campus spirit, while showcasing the individuality and diversity of our student community. I am hoping to have a curated outfit to thrift during the show, giving students an affordable, sustainable way to engage with fashion while supporting our campus community.

## Looking Ahead

July was about laying the groundwork, setting up policies, structures, and relationships. August has been more hands-on, sketching out plans and preparing for execution in September. The coming month will be about turning all of this preparation into action, as campaigns launch, Roll Call kicks off, and advocacy moves into a more public-facing phase.

## **September 2025**

So far, September has been a month of incredible energy and momentum. We kicked off the academic year with Roll Call 2025 event and a strong presence during Orientation Week, where the entire executive team had the chance to welcome new students and share the vital services we offer, from the Health Plan to the Food Bank. This vibrant start set the tone for a month defined by building crucial relationships, securing tangible wins for students, and tackling internal challenges with a commitment to transparency and progress.

One of the most significant stories this month has been the strengthening of our partnership with the university's senior administration. Our meeting with the Presidents Office was exceptionally productive. It cemented our move toward a collaborative alignment of our priorities with the university. This growing relationship yielded an immediate and powerful result: I am absolutely thrilled to share that the President's Office has gifted \$25,000 to the UWSA to support our student initiatives. This is a direct outcome of our sustained advocacy and a testament to the positive, collaborative relationship we are building. We look forward to updating the board on how we plan to best utilize these funds for students with appropriate consultations.

Our advocacy this month also focused heavily on student well-being, both in responding to immediate crises and in building long-term institutional support. When we learned of the crisis in Nepal, I immediately connected with university leadership to stand in solidarity with the Nepalese Student Association. We pushed for concrete supports, including accessible counselling, academic flexibility on deadlines, and potential flexibility on tuition payments for those impacted. It was a powerful reminder of our role in ensuring every student feels supported during times of hardship. I have engaged with the University of Manitoba Students' Association (UMSU) to express solidarity and have been working collectively to represent our affected students at both the provincial and federal level to bring awareness about the affected community members with support of the Nepalese Cultural Society of Manitoba (NCSM).

On a broader scale, we have a pivotal opportunity to shape campus mental health policy. The University has been working on the development of a Student Mental Health Framework. I will be working closely with Travis Greene (Associate Vice-President, Student Engagement) in co-leading this project and representing the advisory committee to ensure the final framework is trauma-informed, culturally responsive, and truly serves our students' needs. We are also hoping to explore more collaborative initiatives with the student counselling services to make counselling services more accessible. One of the considerations is working to build a referral program with UWSA health care plan and external partners.

On the academic front, we are advancing a significant two-part agenda aimed at reforming academic policy to better support students. This combined effort focuses on creating more equitable and less stressful assessment conditions. The first part of this agenda is our

continued push for a 40% cap on the grade weight of final exams. This remains a key actionable item for us. Our immediate goal is to get this proposal onto the agenda for an upcoming Deans' meeting.

The second, complementary part of this agenda is a proposal to allow students to petition for a failing grade ('F') to be recorded as 'No Credit' or 'No Paper' ('NC/NP') instead. Our next step is to develop a formal proposal. Together, these two initiatives represent a major push toward creating fairer and more supportive academic policies for University of Winnipeg students.

Another exciting proposal that's in the process of being developed is to re-purpose space 1D10 with a focus on student safety and optimizing resources and moving steadily. We continue to advocate for transparency in the daycare's waitlist system and are pushing to prioritize student admissions by working on the draft enrollment policy. We are recommending a new system that is more accountable to students.

Our influence continues to grow beyond our campus. Through our work with Manitoba Students alongside UMSU and RRCSA, we are making progress on building a non-profit structure to tackle major issues like tuition affordability and international student healthcare.

A key internal focus this month has been on strengthening our financial foundation through enhanced oversight and transparency. An outstanding financial obligation to the Canadian Federation of Students (CFS) for the 2023–2025 period has been identified. There is ongoing correspondence to resolve this matter, which appears to stem from confusion over whether past payments were aligned with verified invoices. To rectify this, the UWSA is preparing to provide CFS with the requested enrollment data, which will allow for an accurate calculation of the outstanding amount and enable us to settle this obligation. Resolving this matter is a priority for the executive team. This specific situation has underscored the need for a comprehensive Financial Health Review, which has now been initiated. We are seeking to work more closely and consistently with the CFO and COO to gain better clarity on the Association's overall finances. The explicit purpose of this review is to identify any potential risks, improve transparency, and ensure long-term stability for all stakeholders who rely on UWSA funding, with a specific focus on our obligations to partner organizations.

This commitment to good governance also extends to our internal operations. It has been a point of concern for the executive team that, except for the Daycare management committee, other committees have not met since the summer. We have flagged this as an urgent issue, as so many of our initiatives depend on committee engagement, and we are committed to helping with coordination to get these meetings back on track promptly.

To ensure our work and our message reach students, we've launched an exciting new media partnership. Our "UWSA Engage" radio show and podcast with CKUW is officially up and running, with three episodes already recorded that delve into our services, advocacy, and campus life. I continue to serve on the CKUW board to ensure this relationship is prioritized and inspires collaborations in future.

September has been a month of laying groundwork, celebrating major wins, and honestly addressing our challenges. I am proud of the progress we've made and am confident that the relationships we've built and the initiatives we've started will yield even greater benefits for students in the months to come.

**Omega Budhathoki (She/Her)**

**Vice-President External Affairs**

**University of Winnipeg Students' Association**

## Director Reports-

### 1) WTNB Director- Molly V.

- I had a meeting with Katie, the president of the WGSSA, where we discussed plans for the year and built a bridge for further communication and collaboration throughout the year.
- I sent an event proposal to Events for an event on or around the Trans Day of Remembrance on November 20th, which will include a casual gathering in the Hive to give students a space to be together on what can be a very emotional day for many.
- I attended a meeting regarding the Free Flow initiative in late July and will do my best to keep up with Free Flow in the coming months.
- I will, in the coming days, liaise with the Women Trans Spectrum Centre's coordinator.



## 2) Accessibility Director – Brie V.

### **Board of Director Monthly Report – September 22nd, 2025**

Accessibility Director

Brie Villeneuve

Back to school was busy, stressful, but ultimately fulfilling. I tabled with the UWinnipeg Queer Students Association as their Events Coordinator and connected with many students and informed them of the UWSA and our spaces. I participated in the final interviews for the Access Lounge Coordinator position with Binara H., with a successful candidate being chosen and should be hired by the time of this month's meeting. This past month I also attended my committee meeting obligations: the By-Laws and Policy Committee on September 10<sup>th</sup> and 22<sup>nd</sup> and the Campaigns and External Relations Committee on September 15<sup>th</sup>. Finally, I've been supporting a student with an ongoing complaint process with Accessibility Services – at this point I hope for it to be resolved without seeking further formal processes.

Best,

Brie

### 3) Urban and Inner City Director – Aleecia D.



## DIRECTOR REPORT

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**DIRECTORSHIP:** *Director of Urban and Inner-City Studies*

**NAME:** *Aleecia Doyle*

**DATE:** *September 22<sup>nd</sup>, 2025*

#### INTERNAL MEETINGS

- Daycare Management Committee – September 11<sup>th</sup>

#### EXTERNAL MEETINGS

Urban and Inner-city studies student association meeting (UICSA) September 15<sup>th</sup>

- Discussed guiding document
- Created social media account
- Planning for a potluck and discussion around reconciliation on campus for September 29<sup>th</sup>
- Initial stages of planning a Halloween board game event at Merchants Corner

#### ACTIVITIES-

Finalized and saw to the completion of the loading zone outside of Merchants Corner to ensure safety and accessibility for students being dropped off in the Winter. Introduced myself as UWSA Director at all classes at Merchants Corners

Emailed with Accessibility services regarding accommodations for students at Merchants Corner to decrease the need to go to the downtown campus.

#### 4) 2SLGBTQ+ Director: Indie D.

September has been busy! Over the last few weeks, I've been interacting with students both in the UW Queer Student Association's Discord, and in the Rainbow Lounge. I've been listening to students' ideas and recommendations for strengthening safety and community for 2SLGBTQIA+ students on campus. In conjunction with both Omega (VPEA) and Oyin (Racialized Students Director) I've created a short list of those recommendations I believe we could implement and keep in mind going forward.

- Review and update the Positive Space Policy, and ensure this policy is routinely reviewed every 1-2 years, as students' safety needs are ever changing.

- Provide adequate funding and support for student events and lounges. While it is crucial we acknowledge the current financial crisis the UWSA is facing, the student lounge budgets have been slashed – how can we work to provide proper supports for the students who use the lounges, if they are underfunded?

- Provide further support for BIPOC 2SLGBTQIA+ students. Create safe reporting systems and hold more events with Queer BIPOC students in mind.

- Create a program to facilitate student information changes, such as name, gender marker, etc., both in the university context (with the student records dept.) and with the Manitoba government

- Encourage the university to train staff and faculty with knowledge that students' names, gender expressions, etc. are changing, and may not reflect what is on their paperwork – only 2 weeks in, and many students have reported being deadnamed and misgendered to me!-Create a feedback or reporting system, in conjunction with other directors, in order to facilitate easy ways for students to communicate their needs and difficulties on campus. This is only a few ideas I've had, but I'd love to expand upon them over the rest of the semester!

Thanks as always,

Indie (he/they)



# **Investigation Report – T.Sidebottom**

**University of Winnipeg Students' Association (UWSA)**

**Report to the Board of Directors: Investigation Outcome, Legal Considerations, and Actions Regarding the Campus Conservative Club (UWCC)**

**September (date TBA)**

**Prepared by: Tom Sidebottom Chief Operating Officer, UWSA**

## **Executive Summary**

**This report provides a comprehensive overview of the incident involving the Campus Conservative Club (UWCC) at the UWSA Student Group Fair on January 15, 2025, the subsequent complaints, the April 30, 2025, Board of Directors (BOD) meeting and motions, legal advice received from Fillmore Riley LLP, the investigation process and outcome, and the remedial actions taken. The investigation confirmed violations of the UWSA Positive Space Policy through the use of inappropriate language, including a slur. In line with legal recommendations to avoid broad bans and focus on targeted accountability combined with the fact that the UWCC has taken full responsibility for the harmful behaviours, their temporary suspension has been lifted under the authority of the COO as outlined in the policy and they are permitted to table at the UWSA Roll Call event under strict oversight. This report acknowledges communication oversights that eroded trust with marginalized communities, takes responsibility for these failures, and outlines commitments to rebuild trust and enhance policy adherence.**

## **Background**

**The UWSA Positive Space Policy (the “Policy”) fosters a welcoming, safe, and inclusive environment free from barriers, harassment, abuse, and all forms of oppression. Problematic conduct is defined as the failure to meet Positive Space expectations, including objectionable or unwelcome contact, commentary, or solicitation; harassment, discrimination, or violations of the University of Winnipeg’s Respectful Working and Learning Environment Policy; and any violation of the Human Rights Code of Canada. The Policy empowers the UWSA to hold individuals accountable and requires consultation with affected communities (Policy Statement) and liaison by the Chief Operating Officer (COO) with relevant organizations on outcomes (Procedure Point 10).**

**On January 15, 2025, during the UWSA Student Group Fair (11:30 a.m. to 2:00 p.m.) in the Bulman Student Centre, multiple formal complaints were received regarding UWCC members' conduct, including the use of a slur and other inappropriate language directed at queer and trans community members, violating the Positive Space Policy and Respectful Working and Learning Environment Policy. This incident followed a history of concerns about the UWCC's disrespectful behavior toward marginalized communities.**

**On April 30, 2025, Accessibility Director Brie Villeneuve moved a motion at the BOD meeting, which was passed as amended:**

- **The UWSA would continue reviewing the incidents and UWCC members' conduct.**
- **The UWCC would be temporarily prohibited from obtaining Recognized Group or Affiliated Group status until the review was completed.**
- **The UWSA would offer the UWCC support through education and awareness of the Positive Space Policy.**
- **The UWSA would post a public statement reaffirming support for marginalized student communities and its commitment to a safe, inclusive, and respectful environment.**

**During the same meeting, the BOD considered two additional motions:**

- **Open Session Motion: To indefinitely suspend the UWCC from obtaining Recognized Group or Affiliated Group status and utilizing UWSA spaces.**
- **Closed Session Motion: To ban all politically affiliated student groups from UWSA spaces.**

**Legal counsel from Fillmore Riley LLP (Samantha Harvey and Iain McDonald) advised against passing either motion due to significant legal risks, including:**

- **Potential violations of The Human Rights Code (Manitoba) by targeting protected characteristics such as political belief, association, or activity.**
- **The motions' broad scope, which could unfairly punish uninvolved individuals and contradict the Policy's goal of "an equity of voice, participation, and outcomes."**
- **Risks of public and media scrutiny, legal challenges, and resource drain, as seen in similar university cases.**
- **Non-alignment with the Policy's procedures for investigating and resolving complaints, which emphasize meeting with individuals to explain expectations and imposing personal repercussions if needed.**
- **Directors' duties under the UWSA General By-Laws and Policies to act honestly, in good faith, and with diligence in the corporation's best interests.**
- **Lack of notice to members for broad-impact decisions, potentially leading to criticism over transparency.**

The BOD defeated the Closed Session Motion but recorded a recommendation to “take up further action and review of the individuals’ actions regarding the incidents.” The Open Session Motion was amended during the meeting (despite counsel’s caution against on-the-spot changes) and passed in a revised form consistent with the Positive Space Policy’s targeted approach. The BOD was receptive to the legal advice but emphasized the need for formal steps to address the alleged conduct.

In August 2025, Brie Villeneuve raised concerns via email about the UWCC’s inclusion in the Roll Call event list, implying the investigation had concluded without updates to complainants or the BOD, causing distress and feelings of betrayal. This highlighted failures in transparency and community consultation.

## Investigation Process

1. **Initial Response:** The previous acting COO met with representatives from the Queer Students Association (QSA), Classics Student Association, and other affected groups to gather concerns and input, which was incorporated into the investigation.
2. **Engagement with UWCC:** The COO met with UWCC representatives, confirming harm through inappropriate language, including a slur, violating the Positive Space Policy.
3. **Acknowledgment and Commitments:** The UWCC acknowledged responsibility and agreed to mandatory Positive Space Training, executive oversight at events, and adherence to the Policy, with immediate suspension for future violations.

The process aligned with legal advice to pursue targeted recourse against individuals rather than broad group bans, and coordinated with the University of Winnipeg’s concurrent investigation.

## Investigation Outcome

The investigation concluded on August 29, 2025, determining a violation of the Positive Space Policy and Respectful Working and Learning Environment Policy. Consistent with the April 30, 2025, motion and legal recommendations, the UWCC has fully accepted responsibility and the temporary suspension was lifted, permitting resumption of activities, including tabling at the UWSA Roll Call event, under strict oversight.

## Communication Oversights

The UWSA acknowledges significant shortcomings:

- 1. Lack of Updates to Affected Communities:** No follow-up with QSA, Classics Student Association, or complainants on outcomes, violating Procedure Point 10.
- 2. Delayed BOD Reporting:** The August 2025 BOD meeting was cancelled, delaying updates; compounded by administrative oversight in the Roll Call list.
- 3. Impact on Trust:** These failures eroded trust among queer, trans, and marginalized communities, as noted by Brie Villeneuve. The UWSA takes full responsibility for not meeting vulnerable communities' expectations or the Policy's dictates.

## **Actions Taken**

- 1. UWCC president has completed training on positive space and accepts oversight, and compliance, with consequences for breaches.**
- 2. Permission to Table:** UWCC permitted at Roll Call with executive presence and COO monitoring.
- 3. Public Statement:** To be posted reaffirming support for marginalized communities (per April 30 motion).
- 4. Consultation:** COO to meet affected groups by for outcomes, input, and accommodations.
- 5. BOD Reporting:** This report provides transparency; protocols for future timely updates established.
- 6. Staff Training:** Reviewing to reinforce pronoun respect and inclusivity, addressing misgendering reports.

## **Ongoing Commitments**

- 1. Advocacy with the University:** Coordinate on non-discrimination enforcement and disciplinary processes.
- 2. Preventing Breaches:** Mandatory training and agreements for all groups; UWCC under ongoing oversight.
- 3. Community Engagement:** Regular consultations with marginalized groups to ensure equity of voice.
- 4. Policy Adherence:** Clearer protocols for updates, reporting, and transparency to mitigate legal risks.
- 5. Post public statement reaffirming support for marginalized student communities and its commitment to a safe, inclusive and respectful environment.**

## Recommendations for the Board

1. **Support Advocacy:** Authorize engagement with university administration on policy enforcement.
3. **Endorse Training:** Expand Positive Space Training for groups and staff.
4. **Establish Protocols:** Develop formal processes for investigations, updates, and transparency.

## Conclusion

The UWSA acknowledges its failures in communication and policy adherence, committing to accountability and trust-building. This targeted approach aligns with legal advice, the Positive Space Policy, and our mission for inclusivity. The COO is available for questions at the BOD meeting.

Sincerely,

Tom Sidebottom (Hi/Him)

Chief Operating Officer

## 5. COMMUNICATIONS:

- **SGM Date Proposal- T. Turner**

## 6.New Business-

### **Discussion on Reconciliation and Land Acknowledgement – Aleecia D.**

WHERE AS there is no standing committee to address reconciliation and decolonization, no official Indigenous representation on the board, and no operating Indigenous Advisory Circle as of September 22nd, 2025

WHERE AS reconciliation requires the work of the settler-colonial institutions and not the responsibility of Indigenous groups such as the Indigenous student centre.

WHERE AS Reconciliation and decolonization are a mentioned objective of the UWSA, but there has been no active, non-tokenized work towards decolonization in several years

BE IT RESOLVED THAT the UWSA board of directors create an ad-hoc committee with the purpose of improving UWSA Board of Director relations with the Indigenous Student Centre. The ad-hoc committee will be responsible for improving relations, updating the land acknowledgement, and developing a solution to improve Indigenous student Involvement on campus and within the UWSA.

**\*\*According to by-law 7.15 the motion to create an ad-hoc committee should include “The limits of authority and jurisdiction of the ad-hoc Committee, including reporting and accountability mechanisms, and details and limits on the expenditure of funds.” the board of directors will have to include these details in the final motion.\*\***









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