



BOARD OF GOVERNORS

NOTICE OF MEETING

May 8, 2025

The Agenda and documents for the Open Session meeting of the Board of Governors of Concordia University to be held on Thursday, May 15, 2025, are now posted on the [Board webpage](#).

Please note that while there is an Open Session, only Governors, resources and invited guests will be admitted to the meeting.

Members of the University community who wish to view the meeting are invited to go to the observers' room EV 2.301, Located on Floor 2 of the Engineering, Computer Science, and Visual Arts Integrated Complex.

Karan Singh
Secretary of the Board of Governors



**AGENDA OF THE MEETING
OF THE OPEN SESSION OF THE BOARD OF GOVERNORS**

Thursday, May 15, 2025 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus

Time	Item	Presenter(s)	Action
4:00 p.m.	1. Call to order	H. Antoniou	
	1.1 Approval of the Agenda	H. Antoniou	Approval
CONSENT AGENDA			
	2. Approval of April 16, 2025 Minutes		Approval
	3. Report on compliance with environmental legislation and health and safety regulations (Q1-2025) (Document BG-2025-3-D1)		Information
REGULAR AGENDA			
4:03	4. Business arising from the Minutes not included on the Agenda		
4:10	5. President's report (Document BG-2025-3-D2)	G. Carr	Information
4:30	6. Other business	H. Antoniou	
4:35	7. Adjournment	H. Antoniou	

**MINUTES OF THE MEETING
OF THE OPEN SESSION OF THE BOARD OF GOVERNORS**

Wednesday, April 16, 2025 at 4 p.m.
Room GM 410 (Board of Governors meeting room)
SGW Campus and via Microsoft Teams video conferencing

PRESENT

Helen Antoniou (C)	Pat Di Lillo (remote)	Miranda Melfi (remote)
Theresa Bianco	Adriana Embiricos	Paul John Murdoch
Ken Brooks	Kim Fuller	Rahul Ravi
Graham Carr (P and Vice-C)	Shahir Guindi	Robert Soroka
Jarrett Carty (V.C) (remote)	Claude Joli-Coeur (V.C)	Ted Stathopoulos
Gary N. Chateram (remote)	(remote)	Roula Zaarour (remote)
Daniel Cross	Shoshana Kalfon (remote)	

Alternate: Ali Salman

Non-voting observer: Gina Cody (remote)

Also attending:

Philippe Beauregard	Denis Cossette (remote)	Frederica Jacobs
William Cheaib	Michael Di Grappa	Pascal Lebel
Paul Chesser	Tim Evans (remote)	Anne Whitelaw
Julie Fortier (remote)	Nadia Hardy (remote)	

ABSENT

Governors:

Darshan Vishnu Dorugade	Catherine Loubier
Rana Ghorayeb	Kareem Rahaman

LEGEND:

C: Chair

P and Vice-C: President and Vice Chancellor

V.C: Vice Chair

Remote: joined via Zoom/Teams

1. Call to order

The Chair called the meeting to order at 4:01 p.m.

1.1 Approval of the Agenda

Upon motion duly moved and seconded, it was unanimously RESOLVED:

R-2025-2-1 *That the Agenda be approved, including the items on the Consent Agenda.*

CONSENT

2. Approval of February 6, 2025 Minutes

R-2025-2-2 *That the Minutes of the meeting of Open Session of February 6, 2025 be approved.*

3. Use of Concordia's Name (Document BG-2025-2-D1)

R-2025-2-3 *That, subject to the conditions set out in the Policy on the Use of Concordia University's Name, Logo and Related Insignia, and the Governance of its Visual Character and Digital Presence (SG-4) and its related Procedures Handbook, the Board of Governors approve the following request to use the Concordia name:*

Coda Concordia Student Club

4. Approval of fee levies for graduate students (Document BG-2025-2-D2)

R-2025-2-4 Student Services fee: *That the Board of Governors authorize Concordia University to increase the Student Services fee that supports the Student Services Sector comprised of the Student Success Centre, Campus Wellness and Support Services, the Dean of Students Office, and the Financial Aid and Awards Office -- to match the fee levy that undergraduate students are already paying, from \$10.26 per credit to \$11.11 per credit (an increase of \$0.85 per credit), annually adjusted to the Consumer Price Index of Canada, to be collected from all Graduate students, and to be implemented for the Summer 2025 (2251) semester in accordance with the University's tuition, refund, and withdrawal policy.*

R-2025-2-5 Link Publication Society: *That the Board of Governors authorize Concordia University to implement a fee levy of \$1.00 per student per semester to support the Link Publication Society, a student newspaper at the university. The fee would be collected from all GSA members who would become members of the Link Publication Society by paying the fee levy. The fee levy will be effective with the Summer 2025 (2251) semester and billed in accordance with the University's tuition billing and refund policy.*

5. Finance Committee recommendations :

5.1 Administrative Fee (Document BG-2025-2-D3)

R-2025-2-6 *Whereas the current Administrative Fee being charged to all students is \$12.74 per credit; and*

Whereas the government has allowed the University to increase this fee up to \$12.99 for 2025-26;

Be it resolved:

That, on recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Administrative Fee of \$12.99 per credit from all students, to be implemented with registration for the fall 2025 (2252) term, in accordance with the University billing, refund and withdrawal policy.

5.2 Technology Infrastructure Fee (Document BG-2025-2-D4)

R-2025-2-7 *Whereas the current Technology Infrastructure Fee being charged to all students is \$6.01 per credit; and*

Whereas the government has allowed the University to increase this fee up to \$6.13 for 2025-26;

Be it resolved:

That, on recommendation of the Finance Committee, the Board of Governors approve the collection of an increased Technology Infrastructure Fee of \$6.13 per credit from all students, to be implemented with registration for the fall 2025 (2252) term, in accordance with the University billing, refund and withdrawal policy.

6. Governance and Ethics Committee recommendation: Revisions to the Policy on the use of Concordia University's name, and the governance of its visual character and digital presence (SG-4) (Document BG-2025-2-D5)

R-2025-2-8 *That, following recommendation of the Governance and Ethics Committee, the Board of Governors approve the revisions to the Policy on the Use of Concordia University's Name, and the Governance of its Visual Character and Digital Presence (SG-4) and its related Procedures Handbook, as detailed in the attached documentation.*

7. Report on compliance with environmental legislation and health and safety regulations (Q4-2024 and full 2024 Report) (Document BG-2025-2-D6)

This report was provided for information only.

REGULAR

8. Business arising from the Minutes not included on the Agenda

There was no other business to bring before the meeting that was not included on the Agenda.

9. President's report (Document BG-2025-2-D7)

As complementary information to his written report, G. Carr's remarks are summarized as follows:

- Dr. Carr noted that the semester is nearing its end, classes are over and final exams are underway. The climate on campus had been calm since the last Board meeting. However, last week on Thursday evening, there was an incident of antisemitic violence in the ER building (Monit building) on Guy Street. Certain masked individuals vandalized the office of Concordia's Azrieli Institute of Israel Studies. Graffiti was spray-painted on the office door with the words 'Genocide Institute' and a window was broken. Following the incident, social media posts celebrated the incident while specifically targeting the director of the Institute who is a Concordia faculty member, which was extremely disturbing.
- Dr. Carr noted his anger at the incident and shared that an overwhelming majority in the University community share this anger to have to repeat that such violent actions, which are clearly rooted in hate and designed to intimidate, have absolutely no place either in the University or in society. Dr. Carr sent out a message to the University community the following day vigorously condemning the vandalism, the violence, the antisemitism. The Dean of Arts and Science and the Special Advisor to the Provost on Campus Life each met with the faculty member who was a victim of the attacks to offer support. Dr. Carr reaffirmed the University's commitment to stand up for members of our community, regardless of their political inclinations, to defend the principles of academic freedom and uphold our codes of conduct.
- The SPVM has escalated their investigation of the incident to the hate crimes unit. The University will collaborate closely with Montréal police to identify anyone who has broken the law, violated the *Code of Rights and Responsibilities* or failed to adhere to the University's behaviour guidelines and will take appropriate action accordingly.
- Dr. Carr informed the Board that the security in the Monit building is the responsibility of the building owners, not the University, so the University has also reached out to the Monit building landlord to review security measures on the evening in question and going forward.
- Notwithstanding the regrettable incident, there has also been positive news regarding campus climate. The working groups of the STRIVE Task Force continue to meet with members of the University community with a view to providing preliminary reports to the Provost in May.

- The inaugural event of the Courageous Conversations Speaker Series, organized by Marc Lafrance, Special Advisor to the Provost on Campus Life, and by the Equity Office, was held on April 4th. The initial conversation - which featured panelists from University of Montréal, McGill University and Concordia - was focused on how to foster intercultural dialogue, specifically how to have a dialogue about dialogue. Dr. Carr was also in attendance and the event attracted 150 attendees, which included faculty, staff, students, both in person and online. Importantly, the feedback received by the organizers was overwhelmingly positive. Dr. Carr underscored that an event of this nature demonstrates the shared desire of the vast majority in the University community to be able to move beyond polarising and antagonistic rhetoric and actions to exchanges grounded in the University's commitment to enjoy a positive climate for teaching and learning for all.
- Dr. Carr then turned to an update on the court proceedings related to the tuition fee matter. The University is still waiting for the decision of the Québec Superior Court in the joint proceedings with McGill University regarding the changes to the tuition structure and funding formula announced by the government of Québec in fall 2023 and implemented in winter 2024. The judge has until June 2025 to render a decision, but it could also come much sooner. The Board will be kept informed as more information comes in, and particularly when the outcome is known. Regardless of the verdict, the University team will likely take 24-48 hours to review the decision in depth before making any substantive public comments.
- On registration numbers, the application period for all undergraduate programs is now virtually complete and, unfortunately, as anticipated, the enrolment numbers are bleak because of the collapse in international student demand, a trend that is also unmistakable in graduate professional programs, specifically in the Master of Engineering programs. Dr. Carr noted that this is directly the result of the negative publicity for Québec and Canada that stems from policy announcements reducing the number of available visas for international students, and in the case of Québec, setting visa quotas per university, which is not an approach followed by other provinces. Additionally, the confusion over francization obligations which disproportionately affects potential applicants to anglophone universities doesn't help the situation.
- The University is experiencing a 39% decline in international applications for fall 2025 compared with the same dates last year. The previous year was also a bad year for international recruitment because of the negative impact of new Québec tuition and language policies specifically targeting anglophone institutions, including also the revoking of fast-track permanent residency for international graduates of anglophone institutions. A 39% decline in applications doesn't even compare to the average decline for all universities in Québec, which is 48.8%.
- There has been some return of Rest of Canada (ROC) undergraduate applications, and the University is ahead of where we were last year in terms of Québec student applicants, and Ph.D. numbers are also promising for now. This however does not

come close to overcoming overall declines in the University's numbers. Final registration numbers will be available in the fall.

- Based on the data currently available, the BCI conservatively estimates that the decline in international students alone will cost the réseau \$200M next year, which loss will be recurring for the program life of those students. At the University, the net revenue from international students in fiscal year 2023-24 was ~\$54M, while for the current fiscal year it is at ~\$18M in revenue. All of this put together represents the largest defunding of universities in Québec history.
- There is a paradox here, as the Board would recall that the Québec government defended last year's increase in tuition charges for ROC students, and its decision to claw back international student tuition revenues from anglophone universities, by saying that this would generate more funds to be injected into francophone universities. The opposite has occurred, not only resulting in the weakening of the financial positions of the University and institutions like McGill University, but also generating less money, not more, for redistribution across the réseau, effectively reducing the government's investment in the university sector. Concerning international students, Dr. Carr noted that it was important to understand that the quota of students assigned to Québec universities is really a fictional goal because there are simply not enough applicants to fill the quotas. There are also many applicants from some countries who, because of systemic visa processing delays, even if accepted into programs, could not be approved for registration this academic year.
- Adding to all of the above, the Government of Québec passed Bill 74 imposing international student quotas, and, out of the blue, it also removed fast-track access to permanent residency for researchers and faculty members being recruited to Québec. The rationale given for this is that there is no shortage in these domains; however, this is contrary to the rationale behind building up *zones d'innovation* and *créneaux d'excellence* in areas of research strength like aerospace, green energy transition, quantum physics and AI, which were all to attract high quality expertise. Unfortunately, with everything that is happening in the United States, this could have been an opportunity for Québec and Canada to capitalize on recruiting top talent among students, faculty and postdocs.
- Dr. Carr then went on to speak about the announcements that were part of the government's budget on March 25, 2025. There was a reference to a reinvestment of 2,1% in higher education; however, none of that money goes towards support the operating costs of universities. Instead, it is funding for the operations of the *Ministère de l'Enseignement supérieur* itself, for CÉGEPs and for students in the form of increased bursaries paid directly to them. The University has also subsequently learned that some targeted programs to support student recruitment in engineering, for example, will be ended in the next budget year – which will represent an additional decline in financing of \$13-14M for the University.
- This is an unprecedented situation, that a provincial budget has been tabled that makes zero provision to university operating funds.

- Notwithstanding all of the above and the University remains on track to meet the deficit target for 2024-25.
- Dr. Carr invited Governors to read the President's report to learn about the amazing things that happen at the University, which include successes of students, faculty and alumni on an ongoing basis. Embedded in that report are the reasons why the University remains transformative for the lives of the students, and important for the health and future of our society.
- Dr. Carr closed his comments by sharing the good news of the announcement by Groupe Desjardins of a gift of \$2.5M in support of startup entrepreneurship and career development opportunities at District 3, V1 Studio and the John Molson School of Business (JMSB). Guy Cormier, President and CEO of Desjardins, was at the event where the announcement was made, joined by Dr. Carr and Dean Anne-Marie Croteau from JMSB.
- The University's partnership with Desjardins dates back almost 20 years and reflects a strong value alignment between two organizations with authentic ties to the real world, a passion for entrepreneurship, and commitment to youth and next generation enterprise. G. Cormier received an honorary doctorate from the University in 2022 and has been mentoring this year's cohort of the John Molson Executive MBA program.

10. Other business

There was no other business to bring before the Open Session,

11. Adjournment

The Chair declared the Open Session adjourned at 4:30 p.m.

K. Singh
Karan Singh
Secretary of the Board of Governors



Report on Due Diligence

**Presented to
the Board of Governors of
Concordia University**

For the Reporting Period
Q1 2025 (January, February, March)

Pietro Gasparrini, C.I.H.
Director, Environmental Health & Safety
April 23, 2025

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Environmental Health & Safety (EHS) supports the academic, research and operational activities of the university and promotes a safe, healthy, and sustainable campus environment. EHS manages and coordinates programs and services that minimize health, safety, environmental and regulatory risks. It also monitors compliance with federal and provincial health and safety legislation and internal university policies. We identify and evaluate risks, develop control strategies, and implement appropriate internal procedures.

Section A presents the university's Leading Key Safety Performance Indicators (KPIs) which measure safety performance and help reflect the safety culture within the university.

Section B presents the traditional Lagging Key Safety Performance Indicators (KPIs) which are retrospective, and which now include four incident/injury rates.

Section A: Leading Key Safety Performance Indicators

1. Safety & Security Training

During the period of January 1 to March 31, 2025, there were **1246** safety and security training participants, of which 1102 (88%) participated in training provided by Environmental Health and Safety and 144 (12%) participated in training provided by Campus Safety and Prevention Services.

	Q1 2024 <i>Jan., Feb., March</i>	2024 <i>Full Year</i>	Q1 2025 <i>Jan., Feb., March</i>	2025 <i>Year To Date</i>
Total Participants	958	4486	1246	1246

In 2024, EHS began the comprehensive review of all safety training. This initiative involves hiring interns from the Master's in Educational Technology Program (Department of Education, Concordia University). These interns are developing self-directed, on-line training that is tailored and engaging, and that aligns closely with our specific safety programs and procedures. This approach enhances the relevance and effectiveness of training while reducing long-term costs associated with providing in-person training and, in some cases, outsourcing. The online, self-directed format is preferred by both employees and students as it provides greater flexibility, allowing them to complete training at their own pace and schedule. This can also lead to higher compliance rates and better retention of safety information. Moreover, we are leveraging internal talent and providing experiential learning opportunities for our students.

In Q1 2025, the following safety training were released as self-directed, on-line training:

- Environmental Health and Safety at Concordia (for all employees, as an introduction to EHS)
- Silica Level 1: Introduction to Silica (for individuals potentially exposed to silica)
- Workplace Hazardous Materials Information System training for the Faculty of Fine Arts

2. Injury & Near-Miss Investigations

Depending on the circumstances surrounding a reported injury or near-miss, EHS staff will conduct a formal investigation with supervisors. Investigations are conducted to determine the root causes of injuries and near-misses to prevent similar occurrences in the future, to determine compliance with

applicable safety regulations, and to collect information for Workers' Compensation Claims (if applicable). In some instances, injury and near-miss investigations result in the assignment of corrective actions to prevent injury and near-miss reoccurrence (see Section 5).

For the period of January 1 to March 31, 2025, **23** Injury Investigations and **22** Near-Miss Investigations were conducted.

	Q1 2024 <i>Jan., Feb., March</i>	2024 <i>Full Year</i>	Q1 2025 <i>Jan., Feb., March</i>	2025 <i>Year To Date</i>
Injury Investigations	21	64	23	23
Near-Miss Investigations	15	78	22	22
TOTAL Investigations	36	142	45	45

3. Preventative Internal Inspections & Assessments

Preventative Internal Inspections and Assessments refer to workplace inspections and risk assessments conducted by, or in collaboration with, EHS staff on university premises.

Workplace inspections involve a walkthrough of a space (e.g., research laboratory, studio, workshop, mechanical room) to determine the degree of compliance with both government regulations and internal policies and procedures. Inspections may result in internal non-compliance citations (Section 4) and require corrective actions (Section 5). Risk assessments are considered more thorough evaluations with the objective of identifying all hazards and determining if the hazards can be eliminated. If elimination of the hazard is not possible, the risk assessment will determine how the hazard can be controlled.

For the period of January 1 to March 31, 2025, **78** preventative internal inspections and assessments were conducted, which included 8 workplace inspections, 19 ergonomic assessments, and 51 assessments for the implementation of the new workplace hazards signage.

Year	Preventative Internal Inspections & Assessments
Q1 2025 <i>Jan., Feb., March</i>	78
2025 <i>YTD</i>	78
Q1 2024 <i>Jan., Feb., March</i>	103
2024 <i>Full Year</i>	570

4. Internal Non-Compliance Citations

EHS is mandated to monitor compliance with government regulations and internal safety policies and procedures. Compliance monitoring allows us to ensure the safety and well-being of the university community and to mitigate external non-compliance citations.

Most internal non-compliance citations result from preventative internal inspections and assessments, and injury and near-miss investigations. Identification of non-compliance issues and their subsequent correction improves the overall safety performance of the university prior to the intervention of regulatory bodies.

For the period of January 1 to March 31, 2025, there were **19** internal non-compliance citations.

Year	Internal Non-Compliance Citations
Q1 2025 <i>Jan., Feb., March</i>	19
2025 <i>Year To Date</i>	19
Q1 2024 <i>Jan., Feb., March</i>	0
2024 <i>Full Year</i>	33

5. Corrective Action Completion Rate

Corrective actions are assigned as the result of an intervention by EHS, including injury investigations and internal inspections. When non-compliance issues are identified, corrective actions are generally required. These actions are assigned to the supervisor responsible for the area where the citation occurred or for the individuals involved.

All non-compliance citations (internal and external) must be resolved in a timely manner. External non-compliance citations from external bodies received during inspections (Section 12) are accompanied by obligatory corrective actions and imposed deadlines. Internal non-compliance citations (Section 4) are also accompanied by obligatory corrective actions and target deadlines. This metric tracks the percentage of assigned corrective actions that are completed. This is tracked by calendar year until all actions are completed.

In Q1 2025, there were **57** corrective actions assigned.

Table 1: 2025 YTD Number of corrective actions per priority by status

Corrective Action Status	Priority by Number			Count
	High	Medium	Low	
Completed	7	2	4	13
Open	17	1	1	19
Overdue	3	18	4	25
Total	27	21	9	57

Table 2: 2025 YTD Percentage of corrective actions per priority by status

Corrective Action Status	Priority by Percentage			Percentage
	High	Medium	Low	
Completed	12.3%	3.5%	7.0%	22.8%
Open	29.7%	1.8%	1.8%	33.3%
Overdue	5.3%	31.6%	7.0%	43.9%
			Total	100%

Previous years

The following two tables provide information on the status of corrective actions according to the year when the corrective action was assigned. Corrective actions are left “OPEN” in the system until the permanent solution is implemented. EHS staff work closely with the individuals responsible to ensure no immediate safety concerns arise while awaiting permanent solutions. Temporary measures are put in place each time EHS is faced with a hazardous situation that needs to be corrected if it cannot be addressed permanently in a timely manner.

Table 3 represents, for each calendar year, the number of corrective actions by status as of March 31, 2025. For comparison, Table 4 presents, for each calendar year, the percentage of corrective actions by status as of the same date.

All corrective actions from 2016 are completed and therefore 2016 no longer appears in Table 3 and in Table 4.

Table 3: Number of corrective actions per year by status

Status	2015	2017	2018	2019	2020	2021	2022	2023	2024
Completed	499	364	720	1,069	278	303	270	1,051	48
Open	0	0	31	5	0	0	0	30	12
Overdue	3	1	41	187	1	10	17	205	23
Total	452	365	792	1,261	279	313	287	1,286	83

Table 4: Percentage of corrective actions per year by status

Status	2015	2017	2018	2019	2020	2021	2022	2023	2024
Completed	99.3%	99.7%	90.9%	84.8%	99.6%	96.8%	94.1%	81.8%	57.8%
Open	0%	0%	3.9%	0.4%	0%	0%	0%	2.3%	14.5%
Overdue	0.7%	0.3%	5.2%	14.8%	0.4%	3.2%	5.9%	15.9%	27.7%
Total	100%	100%	100%	100%	100%	100%	100%	100%	100%

6. EHS Research Compliance Reviews

In collaboration with the Office of Research, EHS reviews research and teaching activities that involve use of hazardous materials, to ensure compliance with applicable government regulations and internal policies and procedures.

For the period of January 1 to March 31, 2025, **12** health and safety research compliance reviews were completed.

Year	EHS Research Compliance Reviews
Q1 2025 <i>Jan., Feb., March</i>	12
2025 <i>YTD</i>	12
Q1 2024 <i>Jan., Feb., March</i>	18
2024 <i>Full Year</i>	68

Section B: Traditional (Lagging) Key Safety Performance Indicators

7. Total Injuries

An injury refers to the occurrence of a sudden and unforeseen event arising out of, or during, a university-sanctioned activity attributable to any factor that caused an injury or an occupational disease (an exposure to conditions or substances that resulted in a disease). Injuries are grouped as work-related (involving staff and faculty), student or visitor/contractor.

For the period of January 1 to March 31, 2025, **38** injuries were reported, a 9.5% decrease when compared to Q1 of 2024.

Year	Total Injuries
Q1 2025 <i>Jan., Feb., March</i>	38
2025 <i>YTD</i>	38
Q1 2024 <i>Jan., Feb., March</i>	42
2024 <i>Full Year</i>	117

8. Work-Related Injuries

Work-Related Injuries are a subset of the Total Injuries (Section 7), whereby the injured person is a worker (staff or faculty). An injury or illness is considered work-related when an employee is involved and if an event, or exposure in the work environment, either caused or contributed to the resulting condition or significantly aggravated a pre-existing injury or illness. Work-related injuries are investigated by EHS staff and when warranted, an investigation report with corrective actions is submitted to the employee's supervisor. Work-related injuries can occur on campus and off-campus.

For the period of January 1 to March 31, 2025, **16** of the 38 reported injuries (Section 7) were work-related.

Year	Work-Related Injuries
Q1 2025 <i>Jan., Feb., March</i>	16
2025 <i>YTD</i>	16
Q1 2024 <i>Jan., Feb., March</i>	16
2024 <i>Full Year</i>	46

9. Workers' Compensation Claims

Employees who sustain a work-related injury may be eligible for compensation from the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST).

For the period of January 1 to March 31, 2025, there were **4** accepted workers' compensation claims due to work-related injuries. In addition to the accepted workers' compensation claim, 1 additional claim has been filed with the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST), however the CNESST has yet to render a decision.

Year	Accepted Compensation Claims
Q1 2025 <i>Jan., Feb., March</i>	4
2025 <i>YTD</i>	4
Q1 2024 <i>Jan., Feb., March</i>	4
2024 <i>Full Year</i>	18

Table 5: 2025 Accepted Workers' Compensation Claims

Date	Description	Location	Type of Injury	Union / Association	Lost-Time Days YTD
23-Jan-2025	The employee slipped and fell on ice, injuring their arm.	Loyola campus (outdoors)	Fractures	N/A	0
24-Jan-2025	The employee slipped and fell on ice, injuring their leg.	Off campus	Fractures	CUPEU	2
25-Feb-2025	The employee slipped and fell on ice, injuring their foot.	Off campus	Fractures	CUPFA	24
27-Feb-2025	The employee slipped and fell on ice, injuring their knee.	Loyola campus (outdoors)	Sprains/ Strains/Tears	STTMC-LOY	3

10. Lost-Time Days

A lost-time work-related injury is defined as a work-related injury or illness that results in days away from work, other than the day of injury or the day the illness began. Lost-time days refers to the total number of calendar days employees are away from work due to a work-related injury or illness.

For the period of January 1 to March 31, 2025, there were **29** lost-time days from work-related injuries (see Table 5: 2024 Accepted Workers' Compensation Claims in Section 9 for details).

Year	Lost-Time Days
Q1 2025 <i>Jan., Feb., March</i>	29
2025 <i>YTD</i>	29
Q1 2024 <i>Jan., Feb., March</i>	18
2024 <i>Full Year</i>	742

11. Near-Misses

A near-miss is the occurrence of an event on university property, arising out of, or during, a university-sanctioned activity attributable to any factor that could have caused either an injury or material damage. For example, events such as tripping on a stair or slipping in a water puddle, where no injury occurred, would be categorized as a near-miss. As per the university's policy on Injury Reporting and Investigation (VPS-42), reporting of near-misses is required. Traditionally, near-misses go unreported because no injury has occurred. Steps have been taken to encourage near-miss reporting, including discussing the importance of near-miss reporting at safety committee meetings, during safety training, and new Principal Investigator orientation sessions.

For the period of January 1 to March 31, 2025, a total of **27** near-misses were reported, representing a 35% increase when compared to Q1 2024.

Year	Near-Misses
2025 Q1 <i>Jan., Feb., March</i>	27
2025 <i>YTD</i>	27
Q1 2024 <i>Jan., Feb., March</i>	20
2024 <i>Full Year</i>	88

The number of near-misses in Q1 2025 is encouraging. Employees reporting near-misses provides valuable insights into potential hazards within the workplace. Once reported, near-miss investigations help to identify underlying unsafe conditions (root cause) that, if left unaddressed, could lead to more serious injuries. By promptly acting when near-misses are reported, preventative measures can be implemented quickly to mitigate the underlying risk and enhance overall workplace safety.

12. External Inspections

External inspections refer to inspections or audits of university premises or safety programs conducted by government agencies or third parties (e.g., insurance provider). Third-party audits include those performed at the request of Environmental Health & Safety. These inspections and audits complement EHS work and ensure that the university's activities and facilities comply with all applicable legislation and regulations.

For the period of January 1 to March 31, 2025, there were **2** external inspections by government regulatory bodies.

Year	External Inspections
Q1 2025 <i>Jan., Feb., March</i>	2
2025 <i>YTD</i>	2
Q1 2024 <i>Jan., Feb., March</i>	1
2024 <i>Full Year</i>	3

Canadian Nuclear Safety Commission Inspection

On January 17, 2025, the Canadian Nuclear Safety Commission (CNSC) conducted a compliance inspection related to the university's Type 815 Consolidated Uses of Nuclear Substances licence. During these routine hybrid inspections, regulatory items are rated against compliance expectations. Any regulatory item that receives a C, D, or E rating has a required corrective action and proposed timeline to restore compliance.

The inspector was accompanied by EHS's Radiation Safety Officer (RSO), Gurnam Manku, and all areas using nuclear substances on the Loyola Campus were visited. Four items of non-compliance were cited, and no immediate health and safety concerns were noted. The non-compliance citations received were all rated C (*Below requirements*). The university did not receive any non-compliance citations rated D (*Significantly below requirements*) or at E (*Unacceptable*).

The four items of non-compliance citations were due to:

- an issue with the programming of a survey meter used for contamination;
- the lack of a survey meter in a building where nuclear substances are stored;
- missing emergency contact information at the entrance of a laboratory where nuclear substances are used; and
- radiation warning signs present in locations where no nuclear substances are present.

EHS's Radiation Safety Officer (RSO), Gurnam Manku, received a preliminary report on January 20, 2025; all non-compliance issues were corrected, and the Canadian Nuclear Safety Commission was informed by January 30, 2025. When the official inspection report was received on February 26, 2025, the CNSC acknowledged that all non-compliance issues were resolved, and the inspection file closed.

The inspector noted in the report that *"Overall, this is a well-run radiation safety program. The RSO is knowledgeable and involved in the program. Workers are well trained, whole-body doses are as expected for this level of activity and internal audits are performed regularly."*

We would like to acknowledge the exceptional work and dedication of Mr. Gurnam Manku, the university's Radiation Safety Officer.

Commission des normes, de l'équité, de la santé et de la sécurité du travail Inspection

On March 19, 2025, following a complaint, an inspector from the *Commission des normes, de l'équité, de la santé et de la sécurité du travail* (CNESST) visited an undergraduate teaching laboratory in the Gina Cody School of Engineering. The complaint was filed by one of the newly designated Health & Safety Representatives. An employee approached the Health & Safety Representative concerned about silica exposure in a laboratory which uses cement and other silica containing materials. The employee, who wished to remain anonymous, informed the Health & Safety Representative that they spoke to their supervisors, but no actions were taken to address their concerns. The Health & Safety Representative reached out to EHS immediately for assistance. Given that the employee did not want to speak to anyone from EHS directly, there was little action that could be taken since additional information was required for EHS to act. The issue was raised by the Health & Safety Representative at the February 19, 2025, meeting of the University Health and Safety Committee. As the employer was unable to act given the lack of information, the Health & Safety Representative contacted the CNESST to file an official complaint.

During the inspector's visit, important details regarding the complaint were disclosed, including videos and photos. The inspector did insist that employees respect their obligation to participate in hazard identification and to better communicate with their employer. The inspection resulted in two non-compliance citations:

1. the lack of a register to document the maintenance and inspection of respiratory protection (*Reference: Act respecting occupational health and safety, Article 51 Employer General Obligations, Section 5*)
2. the lack of document control mechanisms/procedures and lack of supervision to ensure that safety measures are always respected during activities generating silica dust (*Reference: Act respecting occupational health and safety, Article 51 Employer General Obligations, Section 9*)

EHS will work closely with the Department Chair and area supervisor to ensure the corrective actions are implemented by the due date set by the inspector.

13. Regulatory Citations

The university may receive regulatory citations for non-compliance with federal, provincial, or municipal laws, regulations, or by-laws. Regulatory citations can be the outcome of government inspections or interventions (e.g., CNESST, Public Health Agency of Canada, Canadian Nuclear Safety Commission, Canadian Council on Animal Care) or violations of regulations and by-laws (e.g., false fire alarm citation from the *Service de sécurité incendie de Montréal*). This metric tracks the total number of regulatory citations received by the university.

For the period of January 1 to March 31, 2025, the university received **6** regulator citations. Four regulatory citations stemmed from the CNSC inspection that took place on January 17, 2025 (see Section 12 for details). Two regulatory citations stemmed from the March 19, 2025, CNESST inspection (see Section 12 for details).

Year	Regulatory Citations
Q1 2025 <i>Jan., Feb., March</i>	6
2025 <i>YTD</i>	6
Q1 2024 <i>Jan., Feb., March</i>	2
2024 <i>Full Year</i>	10

14. Regulatory Fines

Regulatory citations (Section 13) may have associated monetary fines or penalties that are issued to the university. For the period of January 1 to March 31, 2025, the university received no regulatory fines.

Year	Fines Received
Q1 2025 <i>Jan., Feb., March</i>	\$0
2025 <i>YTD</i>	\$0
Q1 2024 <i>Jan., Feb., March</i>	\$0
2024 <i>Full Year</i>	\$5,650

15. Hazardous Materials Emergency Responses

The university's Hazardous Materials Emergency Response Team responds to hazardous material emergencies that occur on university premises, including spills and odours. Service providers are called upon to assist when a major spill occurs, and additional resources are required.

Between January 1 to March 31, 2025, there were **4** hazardous materials emergency responses by the Hazardous Materials Spill Response Team.

Year	Hazardous Material Emergency Responses
Q1 2025 <i>Jan., Feb., March.</i>	4
2025 <i>YTD</i>	4
Q1 2024 <i>Jan., Feb., March</i>	6
2024 <i>Full Year</i>	17

The Department of Environmental Health and Safety thanks the Board of Governors for their usual thorough attention to the Due Diligence Report.



REPORT TO THE BOARD OF GOVERNORS

GRAHAM CARR
PRESIDENT AND VICE-CHANCELLOR

MAY 2025

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INTRODUCTION

On April 24th, I shared with our community the **Quebec Superior Court ruling** in favour of Concordia in the legal challenge against the government's changes to tuition fees for out-of-province students. The court deemed the hikes unreasonable; similarly, the court struck down the requirement that 80 per cent of graduating students from English-speaking universities attain an intermediate level of French. Pertaining to the change in the funding framework for international students, the court upheld the government's authority to re-regulate those fees. Because the increase is built into the *Règles budgétaires*, the out-of-province tuition fees remain temporarily in effect as the court has given the government nine months to comply with its ruling. While the court's judgement is reassuring, the decision also gave the parties thirty days for leave to appeal. Unfortunately, the decision cannot undo the severe financial and reputational damage caused to the university by the government's unreasonable actions. Nor does it compensate for the cost in time and money invested to challenge the policies. My hope is the decision will bring the government and the university sector back to the table where we can hit reset and work together on a future that's prosperous for all Quebecers.

Concordia co-hosted the 92nd **Acfas conference** from May 5th to 9th under the theme "*La recherche au cœur des solutions technologiques et sociales*." Acfas is the largest interdisciplinary scientific event in la Francophonie. Activities included *Science-moi!* presented by Hydro-Québec; *Ma thèse en 180 secondes*, which invites PhD students to explain their research in simple terms and with a three-minute time constraint; "*Vers un usage responsable et durable de l'intelligence artificielle*" an event held at Concordia University Conference Centre; and a conversation with Quebec's Chief Scientist and Concordia Honorary Doctorate recipient, **Rémi Quirion**, to provide just a snapshot of Acfas programming that featured 245 symposia.

Ahead of spring convocation, the university announced **eight distinguished honorary doctorates**. For inspired leadership, shaping futures through education, health care and cultural stewardship, **Princess Zahra Aga Khan**; in recognition of work as an innovation economist focused on the intersection of technology, geopolitics and society, **Francesca Bria**; founder and chief executive officer of Lever for Change and a senior advisor at the MacArthur Foundation, **Cecilia Conrad**; Grammy Award-winning audio engineer and mixer, and Faculty of Fine Arts graduate, **Serban Ghenea**; three-time Concordia engineering graduate and international technology leader **Charlie Kawwas**, president of Broadcom Inc.'s Semiconductor Solutions Group; internationally renowned energy economist and climate policy and sustainable development authority **Leena Srivastava**; cleantech and health entrepreneur, founder of Northland Power and philanthropist **James Temerty**; and **Connie Walker**, a Pulitzer and Peabody award-winning Cree investigative journalist.

The **Concordia University Inter-Generational Fund** (CUiF) has fully transitioned to its "100/0/10" framework — a model that commits to 100 per cent sustainable investments, aims to move beyond a net-zero economy toward a restorative one and allocates 10 per cent to mission-driven projects. CUiF has been steadily shifting toward a sustainability-centred strategy since 2019, when

we announced our intention to divest and target 100 per cent sustainable investments by 2025. The performance of the fund is consistent with the larger market – showing that we can do well financially while at the same time being socially responsible.

AWARDS AND RECOGNITION

Two Concordia PhD students were awarded **Pierre Elliott Trudeau Foundation Scholarships**. **Pablo Gershanik** is an actor, clown, director and university lecturer whose works explore memory, trauma, and space through artistic creation and research. He is currently pursuing a PhD in Concordia's Individualized Program in Fine Arts. **Francesco MacAllister-Caruso** is a PhD candidate in political science whose work looks at the representation of Two-Spirit, trans and nonbinary people in Canadian electoral politics. The scholarships, valued at up to **\$210,000** over three years, is awarded to doctoral students in humanities and social sciences with research that is relevant to the future of Canada. Pablo and Francesco were among 16 successful candidates in a pool of 680 applicants.

Two Concordia students are recipients of 2024-25 **Vanier Canada Graduate Scholarships**. **Karl Ponthieux** is a PhD student in the Department of History. **Sara Lucas** is pursuing a PhD in Concordia's Fine Arts Individualized Program. The scholarships, intended to help Canadian universities attract exceptional doctoral talent, are valued at **\$50,000** per year for three years. Candidates are chosen on the basis of academic excellence, research potential and leadership.

TEACHING AND RESEARCH

Concordia's Département d'études françaises has unveiled a **new series of immersive French language courses** open to all students and members of the Concordia community, aimed at enhancing comprehension and oral skills. Beginning in summer 2025, these dynamic six-credit courses focus on rapid language acquisition through in-class interactions and online activities and feature a flexible "success/no success" grading system that allows students to progress without affecting their academic records. Designed to align with the Quebec scale of French proficiency (the Échelle québécoise des niveaux de compétences en français), the program helps students quickly advance from beginner to at least level five proficiency—equipping them for academic pursuits, work opportunities and everyday interactions in Quebec.

Concordia's Faculty of Arts and Science has launched a new nine-credit undergraduate **Microprogram in Innovation Mindset**, designed to cultivate creative problem-solving and critical thinking skills across various fields. Structured over a 12-month period with one innovative course per term, the program targets non-traditional learners, CEGEP graduates, mid-career professionals, and current students seeking to broaden their educational experience. Emphasizing hands-on learning through design-thinking methodologies, it offers practical experience, industry insights, and collaboration opportunities with experts and industry leaders.

Concordia has established the **Air Canada Bursary for Students with Disabilities**, funded by a **\$20,000** donation from Air Canada. Over three years, this contribution will provide four bursaries of \$5,000 each to students registered with Concordia's Access Centre for Students with Disabilities, supporting their education goals. This initiative reflects Air Canada's commitment to enhancing accessibility and aligns with Concordia's dedication to fostering an inclusive academic environment.

A group of students from Concordia's Department of Theatre collaborated with the **Canadian Centre for Architecture** (CCA) to explore the relationship between performance and architectural space. Under the guidance of Associate Professor **Shauna Janssen**, the students created site-specific performances within the CCA's historic building, drawing inspiration from its archives and social histories. This initiative encouraged them to engage with the building's past and reinterpret it through theatrical storytelling. The project concluded with a public performance on April 12th, titled **Haunted Happenings**, which used theatre to highlight overlooked histories and offer new perspectives on the site.

The **Desjardins Group** donated over **\$2.5 million** with a portion going to support **Campus Startup Desjardins**, which will be led by **District 3**. Core to the initiative are programs such as the Desjardins Scientific Awards, the Desjardins Co-Founders Matching Initiative and the Desjardins Patent Awards, all with the goal of accelerating the creation of high-impact, scientific and technology-driven startups.

Volt-Age announced the results of its Impact funding calls. Over **\$40 million** was awarded to support **11 Impact Projects** and **three Living Lab Projects**.

Concordia was awarded a **SSHRC Institutional Grant** of **\$409,209** for the 2026-2028 period. SIG funds are used for small grants of up to \$10,000 to strengthen research in the social sciences and humanities through either SIG Explore or SIG Exchange grants.

School of Graduate Studies

The School launched the first three **integrated paths**, in Accountancy, Art History and Supply Chain Management. These new options allow undergraduate students to begin graduate-level coursework while completing their bachelor's degree, earning credits that count toward both undergraduate and future graduate requirements. Integrated paths offer a faster, more seamless transition to graduate studies for those who choose to continue. Several additional paths will launch in the coming months, notably through the Gina Cody School of Engineering and Computer Science and the John Molson School of Business. This initiative supports broader efforts to retain Concordia students to pursue graduate studies.

Graduate student engagement in **professional development programming** continues to show strong growth. In Winter 2025, there were 3,022 registrations across 80 workshops and events,

representing a 27 per cent year-over-year increase in average registration, despite offering fewer sessions compared to Winter 2024 (100 workshops). Attendance also rose by 16 per cent on average and participation is expected to climb further as final numbers for large events are finalized. These results demonstrate Concordia's continued progress in enhancing graduate students' professional skills and career readiness.

On May 7th, the School launched the **(Re)Orientation** event to better support master's students transitioning from coursework to research. More than 70 thesis-based master's students from across all Faculties will participate in the event, which includes mandatory sessions on research planning, writing strategies and effective supervisor relationships. The event reflects a growing institutional commitment to strengthening early-stage graduate research success and advancing efforts to improve student retention and time-to-completion rates.

The School hosted a full-day event on May 12th to inspire **undergraduate students exploring graduate studies**. The morning featured online sessions led by each faculty, open to all undergraduates and offering insights into programs, research and career pathways. In the afternoon, high-achieving students participated in an in-person research showcase highlighting innovative faculty and student projects, with a focus on direct-entry programs, funding opportunities and supervision options. This initiative is part of a broader effort to strengthen undergraduate-to-graduate pathways across all four faculties.

IGNITION 20 opened on May 1st at the **Leonard and Bina Ellen Gallery**. Running until May 31st, this annual exhibition features new work by 11 students currently enrolled in Studio Arts or Humanities graduate programs.

MILIEUX

On April 17th, **Abundant Intelligences** hosted a conversation around data sovereignty and AI as part of their **Epistemological Foundations Conversation Series**. E07 brought together **Ashley Cordes** (Assistant Professor of Indigenous Studies at the University of Oregon), **Peter-Lucas Jones** (Chief Executive Officer of Te Hiku Media) and **Keolu Fox** (assistant professor at the University of California, San Diego) to reflect on their approaches to knowledge creation at this intersection.

On April 30th, the **Concordia Ethnography Lab** hosted their last film night in partnership with Cinema Public featuring *Chronicle of a Summer*, a movie by anthropologist filmmaker **Jean Rouch** and sociologist **Edgar Morin**. The screening was followed by a Q&A session led by Speculative Life member **Maya Lamothe-Katrapani** with film producer, director, editor and programmer **Richard Brouillette**.

LUDODROME, a gathering of 40 experimental games created by Montrealers, celebrated the local experimental game scene at the Society for Arts and Technology (SAT). Organized by Professor **Lynn Hughes** and supported by Hexagram Research Centre, the Behaviour Interactive Research Chair in Game Design, the Chaire de recherche en Économie Créative et mieux-être FRQSC (Axe

créativité numérique, NAD-UQAC) and Milieux Institute, this event offered an evening of connection and play.

For the second year, Milieux Institute, the Applied AI Institute and Hexagram are partnering to offer students **seed funding** to develop AI research and research-creation projects between June 1st August 30th. Selected projects will be considered to participate in the 2025 MUTEK Forum.

Milieux announced the program of its **Summer Institute**, *Mess and Methods: Experiments in Environmental Ethnography*. Led by Associate Professor **Kregg Hetherington**, Concordia University Research Chair in Environmental Ethnography, this two-week three-credit course will explore the experimental edges of environmental ethnographic practice through creative, multimodal exploration of Montreal's waterways. The Summer Institute will include interventions from **Andrea Muehlebach** (University of Toronto), **Zoe Todd** (Simon Fraser University), **Laura Ogden** (Dartmouth College), **Steven High** (Concordia University), **Kathleen Vaughan** (Concordia University) and the Montreal Waterways Collective.

4TH SPACE

Angles of Consequence is an ongoing research-creation project hosted at the *LeParc* cluster of Milieux. On May 1st, artists presented findings and documentary moments from a series of site-specific performances investigating *reflected sunlight* as a material itself that also makes climate-change visible.

As part of the **Uncommon Senses** conference that took place across campus the week of May 9th, 4TH SPACE hosted a hands-on workshop investigating *Olfactory Atmospheres*, or the spaces that are created by *scent*. Interdisciplinary Humanities PhD candidate **Jayanthan Sriram** led attendees through a series of activities that question how the experience of light and space is altered by engineered scents.

The **Urban Planning Association** has been imagining alternative futures for Mackay Street that make the street more public and accessible. To help further this view, they have invited business owners and representatives from the city to meet with interested students to workshop and discuss how the street could evolve in the coming years. 4TH SPACE itself provides the site for this workshop and starting point for a walking tour.

Point of Entry is the Refugee Centre's ongoing podcast series. On May 14th they organized a special live episode in the space. Host **Alina Murad** and guests discussed their urgent work to address the challenges newcomers face in accessing the basic needs of food, health care and housing.

Giuliana Cucinelli and **Saul Carliner** from the Department of Education launched a podcast that deep dives into the challenges and possibilities for instructional designers working with rapidly developing artificial intelligence tools. A series of workshops at the space puts these tools up for critical debate and reflection.

Steven Warsh, a Three Minute Thesis competitor and MSc in Athletic Therapy, returned to expand his work in extended reality in health care scenarios, bringing a mix of researchers and entrepreneurs together to discuss current developments.

On March 31st, Concordia students commemorated **National Indigenous Languages Day** with a virtual guest lecture by Her Excellency the Right Honourable **Mary Simon**, Canada's first Indigenous Governor General. Addressing students enrolled in courses on Indigenous Peoples of North America and Indigenous Resurgence, the Governor General emphasized the importance of land, self-determination and the ongoing efforts to fulfill the Truth and Reconciliation Commission of Canada's 94 Calls to Action. Additionally, the Governor General highlighted the role of language in cultural identity, stating that "language grows within you," and engaged with students on topics directly related to their studies.

The **FOFA Gallery** is collaborating with engineering students to design a sustainable alternative to vinyl signage used in art exhibitions, aiming to reduce environmental impact. Funded by a Cultivate Grant from the Canada Council for the Arts, the initiative is part of the gallery's **Exploring Sustainability Across the Arts** project. Two student teams are developing components of a prototype printing machine—one focused on the printer head and the other on motion mechanics.

UNIVERSITY ADVANCEMENT

A gift of **\$2,311,513** from the **Fondation Sandra et Alain Bouchard** will establish the Sandra and Alain Bouchard Professorship in Creative Arts Therapies and create graduate student awards in the field.

The **Schmidt Family Foundation** donated **\$280,760** to support the Abundant Intelligences program, which focuses on Indigenous-led AI research at Concordia.

A bequest of **\$81,515** from the **Estate of Tibor Javory** will be directed to Concordia's Greatest Needs.

The **Vinesh Saxena Family Foundation** contributed **\$75,000** to launch the Vinesh Saxena Family Foundation Lecture Series exploring themes of the soul and consciousness.

A gift of **\$29,620** from **Natalie Volland** will fund the Lachine Canal Studio, a creative space for graduate students in Concordia's HUMA and INDI programs.

The **ICSC Foundation** donated **\$25,000** to establish the ICSC Foundation Canada Scholarship in Real Estate.

A gift of **\$25,000** from **Michael R. Dufort**, BEng 85, will support the Gina Cody School of Engineering and Computer Science Development Fund.

Alumni engagement

The 33rd annual **Alumni Recognition Awards** were hosted by the Concordia University Alumni Association on May 12th. The awards recognized the achievements of the following exceptional community members:

- **Kenneth Woods**, MBA 75, LLD 17 – Humberto Santos Award of Merit and Service
- **Julie Chu** – Honorary Life Membership
- **Caroline Ouellette**, LLD 19 – Honorary Life Membership
- **Yvonne Sam**, GrDip 97 – Benoît Pelland Alumna of the Year
- **Diane Dunlop-Hébert**, BComm 82 – Benoît Pelland Alumna of the Year
- **Andrea Limbardi**, EMBA 16 – MBA Alumna of the Year
- **Zoé Victoria Lord**, BSc 19, BSc 22 – John F. Lemieux Young Alumna Medal
- **Russell Makofsky**, BComm 07 – International Excellence Award
- **Jessica Winton**, BA 25 – Justice, Equity, Diversity & Inclusion Award
- **Kevin Austin** – Outstanding Staff and Faculty Award
- **Matina Skalkogiannis**, BA 92, MA 98 – Outstanding Staff and Faculty Award
- **Aidan Tecumsah Condo**, BA 25 – Outstanding Student Leader Award

More than 190 people attended the March 26th webinar, “Women and Health: Prioritizing Mental Wellness for a Thriving and Sustainable Career.” The panel featured **Priya Chopra**, BComm 01, founder of PR agency 1Milk2Sugars and talent agency Double Shot; **Claudine Mangen**, RBC Professor in Responsible Organizations; and **Dolly Shinhat**, BA 88, director general at the non-profit Our Harbour. **Ingrid Chadwick**, associate professor at the John Molson School of Business and academic director of the Barry F. Lorenzetti Centre for Women in Entrepreneurship and Leadership, moderated the discussion. The event was co-presented by the Barry F. Lorenzetti Centre and University Advancement’s Women Who LEAD program.

A March 17th **reception for Department of Economics** alumni on Sir George Williams Campus drew 61 attendees.

A celebration held on March 20th marked two significant milestones for the Department of Education: the **50th anniversary of the MA in Educational Studies** and the **45th anniversary of the Adult Education Program**.

SERVICES AND SUSTAINABILITY SECTOR

Sustainability

On **Earth Day** (April 22nd), the Office of Sustainability hosted an event dedicated to biodiversity. The event included:

- a panel discussion with leading Concordia faculty on how individuals, institutions, and governments can take action to protect and enhance biodiversity;
- a presentation of the new Campus Master Plan and the ways in which it contributes to biodiversity on campus;
- an interactive biodiversity exposition featuring the art, research, and campus initiatives that help participants make sense of its impact and importance; and
- a biodiversity action workshop in which participants were invited to share their insights and priorities for Concordia's first Campus Biodiversity Strategy, a goal that Concordia committed to when signing the Nature Positive University Pledge.

The Office of Sustainability annually recognizes individuals for their sustainability achievements. This year's **Engagement Awards Gala** was held at the Loyola Chapel on April 22nd and each Sustainability Champion received an award created from repurposed materials from the Concordia University Centre for Creative Reuse (CUCCR). The 2025 recipients are:

- **Aspen Murray:** As Fairtrade Engagement Coordinator, Aspen developed a holistic program that offers leadership experience to Student Sustainability Ambassadors, hosted dozens of events promoting Fairtrade education, and supported Concordia's achievement of Fairtrade Campus Silver Status—making it one of only four campuses with this distinction. She also built the Exo-Anxiety Peer Support program from the ground up, seamlessly integrating established frameworks, campus partnerships, and her own PhD work examining the emotional impacts of climate disasters.
- **Jason Ens:** Jason (Executive Director, Academic Policy & Planning; Office of the Provost) is recognized for his work on the Voluntary University Review initiative, a holistic assessment of Concordia's engagement with the Sustainable Development Goals in both the operational and academic sectors, resulting in a comprehensive report that proposes a new, integrated sustainability agenda. The UNIVER/CITY 2030 initiative, a cross-sector collaboration, focuses on driving sustainable impact through strategic partnerships and funding and has earned recognition at national and international levels. Jason's ability to foster teamwork across disciplines and create long-term partnerships has been key to these initiatives' success.

- **Jessica Winton:** Jessica is a dedicated advocate for sustainability, blending technological solutions with community-driven initiatives. As a Student Sustainability Ambassador, Jessica led the development of Waste Invaders, an educational arcade game promoting recycling. As President and Treasurer of Queer Concordia, she established a \$20,000 Gender Affirming Insurance Community Fund. Her dedication to fostering inclusivity and environmental awareness has earned her recognition with a WWF Canada Living Planet Leader designation, the Lieutenant Governor's Youth Medal, and the Concordia Alumni Justice, Equity, Diversity & Inclusion Award.
- **Hosna Ghorab:** Hosna demonstrated outstanding leadership and collaboration in advancing sustainability at Concordia through her innovative MSc work at the Concordia Institute for Information Systems Engineering (CIISE). Using a structured Six Sigma Define, Measure, Analyze, Improve, and Control (DMAIC) framework, Hosna investigated challenges in Concordia's waste management, particularly in organic waste disposal.

Instructional and Information Technology Services

To enhance the reliability and performance of the **Student Information System (SIS)**, a new architecture was implemented, specifically designed to handle the transfer of crucial information between different systems or applications. This upgrade strengthens system resilience, reduces risk of downtime and improves responsiveness for both internal SIS modules and its interactions with other university systems.

Campus Safety and Prevention Services

As part of Campus Safety and Prevention Services' ongoing approach to keep our campuses safe, the unit held two **outreach table events** to promote safety and security on campus, as well as explain their services to students. The events were held on April 7th and April 10th, with approximately 350 students taking advantage of these tables to ask their questions.

Recreation and Athletics

The Concordia **Stingers Athletics Gala** was held on April 10th in the Loyola gymnasium, and the event was co-emceed by valedictorians **Owen Soontjens** (Basketball) and **Dayne Lebans** (Soccer). The awards and winners are:

- The President's Academic Awards: the female award was won by **Dalyssa Fleurigan** (Basketball) with a 4.1 GPA for the fall term of her Master of Arts in Sociology Program, and the male award was a tie, awarded to **Benjamin Merid-Moore** (Cross Country) and **Loik Gagne** (Football) both with a GPA of 4.08 for their respective programs (Finance & Business Technology Management; and Athletic Therapy)
- The Fittest Female: **Dayne Lebans** (Soccer)
- The Fittest Male: **Junior Mercy** (Basketball)
- The Marvin Cooper Award (athlete returning after an injury from the previous season): **Julien Anctil** (Men's Hockey)
- The Michael Di Grappa Award of Distinction (Distinguished Stingers Career): **Leonie Philbert** (Women's Hockey)

- The Female Rookie of the Year: **Megan Allard** (Rugby)
- The Male Rookie of the Year: **Yohan Léger** (Basketball)
- The Denise Beaudet Award (Community Service - Female): **Jessymaude Drapeau** (Hockey)
- The Ron Lapointe Award (Community Service - Male): **Isaac Pepin** (Football)
- Female Athlete of the Year: **Emilie Lussier** (Hockey)
- Male athlete of the Year: **Simon Lavigne** (Hockey)

Business and Development

Residence Life was awarded a **\$10,000 grant** from the Ministère de l'Enseignement supérieur (MES) towards harm reduction programming and student outreach. This grant is part of the ministry's Action Plan on Student Mental Health in Higher Education, focussing on promoting the adoption of healthy lifestyle habits and improving the well-being of the student population. The funds will allow Residence Life to enhance their annual Harm Reduction Programming and will also support an Applied Human Science Student Intern to evaluate Residence Life's current offerings. The intern's findings will guide Residence Life's Harm Reduction and Student Outreach Programming in subsequent years.