

SENATE SPECIAL MEETING

MONDAY June 10, 2024

3:00 – 4:30 P.M. EST

NH 3407 / Zoom

[Governing Documents and Resources](#)

TIMING	AGENDA ITEM	PAGE	ACTION
3:00 p.m.	OPEN SESSION		
	1. Conflict of Interest	Oral	Declaration
	2. Approval of the Agenda To approve the agenda as presented/amended.	Oral	Decision
	3. Report - Senate Executive Committee a. Addressing Request for Special Meeting of Senate	3	Information
	4. Communications to Senate a. South West Ontario Chapter, Jewish Faculty Network b. UW Department of Communication Arts	19 21	Information Information
	5. Report of the President a. Report to Senate on Actions to Address Issues Raised on Investments and Partnerships	23	Information
	6. Motions for Discussion a. Motion 1 – Regarding Investment Disclosure b. Motion 2 – Regarding Institutional Partnerships c. Motion 3 – Regarding ESG Investing Factors	29	Discussion/Decision
	7. Other Business 8. Adjournment <i>*A 15-minute break will follow the meeting. The regularly scheduled Senate meeting will begin at 4:45 p.m.</i>		

June 3, 2024

 Mike Grivicic
 Associate University Secretary to
 Senate

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Senate Executive Committee

For Information

Open Session

To: Senate

Sponsor/Presenter: Senate Executive Committee
Contact Information: senate@uwaterloo.ca

Date of Meeting: June 10, 2024

Agenda Item Identification: **3. Report - Senate Executive Committee**
a. Addressing Request for Special Meeting of Senate

Summary:

On Friday, May 24, 2024, the University Secretary received a request for a special meeting of Senate.

The request and accompanying submission was reviewed to confirm it was put forward appropriately under Senate Bylaw 1, section 3.04(a)(ii).

The meeting was requested “in response to increasing tensions on campus and in order to discuss concerns raised by students, faculty, and staff, regarding the university’s investments and partnerships with certain institutions.”

The Senate Executive Committee has responsibility to prepare the agenda for all regular and special meetings of Senate, pursuant to Senate Bylaw 2, section 1.04(c). Senate Executive Committee considered the request for the special meeting along with the accompanying documentation, at its regularly scheduled meeting on Tuesday May 28, 2024.

The committee undertook to review the material submitted for the proposed meeting, with scrutiny and examination for completeness in the submission, as is undertaken for all prospective items of Senate business and in its preparation of the Senate agenda.

Committee Discussion:

The Committee reviewed and discussed the following as part of its consideration of the special meeting request:

- That the request for a special meeting was submitted appropriately and in accordance with Senate bylaws
- Logistical considerations for the special meeting, including extension of the time held for the June 10, 2024 regular Senate meeting and moving some items to a future meeting or the consent agenda to provide sufficient time for the special meeting and to debate the matters proposed for discussion
- The proposed regular Senate meeting agenda, including the planned President’s Report to address matters raised at recent meetings of Senate
- The materials submitted with the request for the special meeting, including draft reports for Senate consideration

The University Secretary provided a brief overview and reminder of the powers assigned to the Senate and Board of Governors, respectively, through the *University of Waterloo Act, 1972* (the “Act”), including:

- The relative powers allocated to the Board of Governors and the Senate by the *Act*
 - The Senate is primarily empowered to establish the educational policies of the University, and may make recommendations to the Board of Governors with respect to any matter relative to the operations of the University
 - The Board of Governors has general authority to govern the University with the exception of matters assigned to Senate by the *Act*; this general authority encompasses power related to the University’s investment funds
 - Senate does not have authority over specific institutional partnerships though it may have a role in establishing related policies in the context of research or academic partnerships
- An assessment that one of the draft reports and associated motion would not have force and as written is *ultra vires* and would pose a governance risk to Senate in attempting to go beyond its legal power and authority (details on this assessment are included below)
- An explanation of the role of the committee in setting the agenda for the requested special meeting, including review the submitted material for completeness and in the context of Senate’s specific powers as provided in the UW Act

The President provided an overview of the planned update for Senate, specifically with regard to questions raised at recent Senate meetings and as a follow-up to the communication issued on May 9, following the May 6, 2024 Senate meeting, including:

- There has been considerable dialogue on our campus multiple with meaningful engagements, including at meetings of Senate and the Board of Governors, on the issues of concern that have been raised
- The University has already made commitments to work towards addressing the important questions that have been raised
- Plans for a Task Force on Institutional Partnerships, following the commitment made at the May Senate meeting, which would include an environmental scan of leading practices, substantial consultation within the campus community and developing guidelines on such partnerships, with that work to be informed by the outcomes of the Task Force on Free Expression and augmented by existing best practices for assessing institutional partnerships (including Policy 7 on Gift Acceptance); it is proposed that the Task Force be struck in June 2024, with work to commence immediately and a final report by the end of calendar year 2024
- Plans for a Task Force on Social Responsibility in Investing – with the Board of Governors having previously approved the integration of environmental, social and governance (ESG) factors into the formal decision making around University investments, it was observed that much of the focus at that time was on the environmental dimensions and that there is a basis to revisit the ESG commitment in the context of enhancing the social factors including impact on human rights, social justice, equity, diversity, and inclusion; it is proposed that the Task Force be struck in June 2024, with work to commence immediately and a final report by the end of calendar year 2024
- Disclosure of investments –the Board’s Finance & Investment Committee has agreed to a proposal that the University transparently disclose all of its direct holdings, passive and active pooled investment funds.

The committee considered the aforementioned information in parallel with the documentation submitted with the request for the special meeting, and in so doing observed and discussed:

- Not all of the signatories to the special meeting request are necessarily in favour of the reports and motions as written, but some of the signatories feel that the issue requires some definitive discussion and resolution at Senate. Three of the signatories are members of the Senate Executive Committee.
- Adapting submitted motions to craft language that Senate may consider in potentially making recommendations to the Board of Governors

- It would not be appropriate for Senate to scrutinize partnerships with individual institutions, particularly in the absence of a framework or principles to inform such a debate
- In prospectively scrutinizing any partnership, it would be important to inventory the potential impacts of deciding to sever a partnership (e.g. impacts on faculty and students, costs to the institution, opportunities/benefits that would be forgone) and to understand what information is needed to be able to fully assess a given partnership
- Bringing forward a framework to evaluate partnerships will be helpful and will show that Senate earnestly wants to address these matters
- Engagement via task force and extending consultation within the campus community will mobilize the University community and drive engagement
- Bringing forward the reports and motions as submitted would not provide a balanced view of the matters under consideration, and there would potentially be alternative viewpoints or additional points that could be considered which may not be in agreement with those provided in the submissions
- Currently the law sets the boundaries that the University imposes on partnerships (e.g. countries that Canada has sanctioned). The University would need to take additional steps to enunciate its own principles to augment legal requirements
- Quarterly reporting for investment disclosures is unlikely to be feasible, and annual disclosures would be practical as the University's investment holding period is on the order of years

Following the committee's discussion, members arrived at a consensus:

- The special meeting will be held on June 10, the same day as the upcoming regularly scheduled meeting
- The special meeting will start at 3:00 p.m. and run for 90 minutes to 4:30 p.m., to be followed by a 15 minute break, and thereafter to be followed by the regular Senate meeting
- The agenda of the special meeting will include:
 - A written report from the committee on the handling of the special request, with detail on the points of consideration that were facilitated to the committee to provide sufficient context for Senate's consideration of the items
 - Report from the President as planned for the regular Senate meeting, given it is germane to the purpose of the meeting as requested
 - Motions amended from those put forth by the signatories to the request for the special meeting, with the amendments to be congruent with Senate's mandate. The Secretariat will liaise with the proponent to amend the motion wording in congruence with the consensus view of committee members

Based on the above, the Committee approved the special meeting agenda, and amendments to the main meeting agenda, subject to final review prior to issue.

Jurisdictional Information:

The general Senate jurisdiction is described in the *Act*:

Powers of the Senate

22. The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University...

The general jurisdiction of the Board of Governors is described in the *Act*:

Powers of the Board of Governors

14(1) The government of the University and the control of its property and revenues, the conduct of its business and affairs, save with respect to such matters as are assigned by this Act to the Senate, shall be vested in the Board of Governors and the Board of Governors shall have all powers necessary or convenient to perform its duties and to achieve the objects of the University...

Written requests for a special meeting of Senate are provided for under Senate Bylaw 1, section 3.04(a):

Special meetings

a. Special meetings of Senate shall be called by one of the following:

...

ii. The secretary of Senate, upon receipt by the secretary of a written request for such meeting signed by at least twenty (20) members of Senate, with such request to state the reason for calling the special meeting.

The responsibility for preparation of the agenda for any special meeting of Senate resides within the mandate of Senate Executive Committee, under Senate Bylaw 2, section 1.04(c):

1.04. Powers and duties of Executive Committee

The Executive Committee shall have the following powers and duties:

...

c. To prepare the agenda for all regular and special meetings of Senate.

Governance Path:

- Secretariat receipt of request for special meeting – May 24, 2024
- Senate Executive Committee – May 28, 2024 and May 31, 2024
- Senate – June 10, 2024

Documentation Provided:

- Attachment A, Original submission to request special meeting of Senate

Request for a Special Meeting of Senate

The University of Waterloo Senate Bylaw 1, section 3.04, specifies that the secretary of Senate will call for a special meeting of Senate upon receipt of a written request for such a meeting, signed by at least 20 members of Senate, and with that request providing a reason for such a special meeting.

In accordance with Bylaw 1, section 3.04, we formally present this request for a special meeting of Senate in response to increasing tensions on campus and in order to discuss concerns raised by students, faculty, and staff, regarding the university's investments and partnerships with certain institutions. Given the urgent nature of this request, we expect that this meeting take place by Friday, May 31st, 2024.

Attached to the request will be the following motions:

Motion to disclose investments

Motion to terminate the agreement with Technion:

Motion to recommend adherence to values in investments:

Please note that these motions are drafts, and may be edited or amended if procedural or governance inconsistencies are identified in their current content.

Full name	Do you agree that you have read and understood the above documents and request for a special meeting of Senate?	Do you additionally agree that agreeing to this question will be considered an <i>electronic signature</i> , and thus is the legal equivalent of your manual/handwritten signature on this request?
Rida Sayed	Yes	
Bilal Ahmed	Yes	
Nasser Mohieddin Abukhdeir	Yes	
James Nugent	Yes	
James Skidmore	Yes	
Everett Avison Patterson	Yes	
Nicholas PFEIFLE	Yes	
Katie Traynor	Yes	
Neil Randall	Yes	
Shana MacDonald	Yes	
Nicholas Pellegrino	Yes	
Andrew Bradley Chang	Yes	
Asher Scaini	Yes	
David Porreca	Yes	
Wendy Fletcher	Yes	
Neela Hassan	Yes	
Veronica Kitchen	Yes	
Nadine Ibrahim	Yes	
Christopher Nielsen	Yes	
Rob Gorbet	Yes	
Stephanie Maaz	Yes	

To: Senate

Sponsor:

Presenter:

Contact Information:

Date of Meeting:

Agenda Item Identification:

Recommendation/Motion:

That Senate recommend that the Board of Governors disclose a quarterly comprehensive report of all investments and holdings in an open session of the Board of Governors or one of its committees as appropriate, with the first report being issued no later than the first quarter of 2025.

Summary:

Senate endorsed a Values Statement on May 6, 2024 and recommended the Board of Governors approve that Values Statement. The Values Statement affirmed that the University of Waterloo has a responsibility to create an environment that fosters trust, accountability, and foresight. To foster accountability, the University of Waterloo must disclose a report of all its investments and holdings. This takes inspiration from similar commitments made by the Ontario Tech University and other Canadian post-secondary institutions such as [Mount Allison University](#).

Jurisdictional Information:

This item is being submitted to Senate in accordance with the University of Waterloo Act, section 22: “The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University...”

Governance Path:

1. Discussion in the Senate (April 8, 2024)
2. Discussion in the Senate (May 6, 2024)
3. Senate - (INSERT DATE HERE)
4. Board of Governors - June 18, 2024

Next Steps:

The President will bring this recommendation to the Board of Governors no later than the June 18, 2024 Board of Governors' meeting.

Documentation Provided:

- Pro-Palestinian Student-led Encampment Final Agreement with Ontario Tech University signed on May 19th, 2024

To: **Senate**

Sponsor:

Presenter:

Contact Information:

Date of Meeting:

Agenda Item Identification:

Recommendation/Motion:

The University of Waterloo immediately terminate all partnership agreements, including the Strategic Research Partnership signed on 19/05/2021, with Technion Israel Institute of Technology

Summary:

The University of Waterloo and Technion Israel Institute of Technology (“Technion”) signed a Strategic Research Partnership Agreement (“Agreement”) on May 19, 2021 that is effective for five years and may be terminated at any time.

Technion’s ties to the Israeli military, detailed in the attached document, constitute a reputational risk to the University of Waterloo. This reputational risk stems from Technion’s ties and systemic support for the Israeli government’s ongoing war against Palestinians and international calls for an arms embargo on Israel:

- On April 5th of 2024, The United Nations Human Rights Council voted in favor of a motion that “called upon all States to cease the sale, transfer and diversion of arms, munitions and other military equipment to Israel and requested the Independent International Commission of Inquiry on the occupied Palestinian territory, including East Jerusalem, and Israel to report on both the direct and indirect transfer or sale of arms, munitions, parts, components and dual use items to Israel”
- On February 23rd of 2024, UN Experts warned “Any transfer of weapons or ammunition to Israel that would be used in Gaza is likely to violate international humanitarian law and must cease immediately.”
- On March 26th of 2024, UN Special Rapporteur Francesca Albanese issued a report titled “Anatomy of a Genocide”. The report concludes that there are reasonable grounds to believe that the threshold indicating Israel’s commission of genocide is met. The Special Rapporteur recommended the implementation of an immediate arms embargo on Israel.

- On March 28th of 2024, The Canadian Parliament passed a parliamentary motion that called on Canada to “cease the further authorization and transfer of arms exports to Israel to ensure compliance with Canada’s arms export regime.”

Jurisdictional Information:

This item is being submitted to Senate in accordance with the University of Waterloo Act, section 22.(1): “The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University and without restricting the generality of the foregoing, this includes the power...”

“(I) to consider and to recommend to the Board of Governors the federation or affiliation of the University with any college for teaching any branch of learning;”

Governance Path:

1. Discussion in the Senate (April 8, 2024)
2. Discussion in the Senate (May 6, 2024)
3. Senate - (INSERT DATE HERE)
4. Board of Governors - June 18, 2024

Highlights/Rationale:

Students at the University of Waterloo have called on the University of Waterloo to terminate its partnership with Technion. Students have done so through:

- Student emails to the university administration that include this as a demand:
 - a. Roughly 300 emails were sent in an email campaign titled “Condemn the Murder of UWaterloo Guest Scholar”. The statement of the email was endorsed by the following 16 official student groups: UW Voices for Palestine, UW Muslim Students’ Association, Orphan Sponsorship Program, The Islamic Information Center of the University of Waterloo, UW Somali Student Association, UW African Student Association, National Society of Black Engineers UW, UW Indigenous Student Association, Waterloo Sudanese Student Association, Black Association for Student Expression UW, Waterloo Arab Student Association, UW Climate Justice Ecosystem, Thaqalayn Muslim Association, UW Pakistani Students’ Association, UWaterloo Chai and Verse, QTPOC KW. (December 11, 2023)
 - b. Roughly 400 emails were sent through an email campaign titled “Condemn the Genocide”. The statement of the email was endorsed by the following 7 official student groups: UW African Student Association, Black Association for Student Expression UW, UW Somali Student Association, UW Voices for Palestine, Thaqalayn Muslim Association, UW Climate Justice Ecosystem, UW Indigenous Student Association. (November 7th, 2023)
 - c. 2750+ emails sent through an email campaign titled “University of Waterloo Students Support The Encampment!”. (May 19th, 2024)

- Students have set up an encampment on the Waterloo Campus on May 13th, 2024 and included this as a demand
- Petition signed by 3000 UW Undergraduate students demanding the University of Waterloo sever ties with Technion

Next Steps:

The Partnership Coordinator, the Director of Global Research and Strategic Alliance, will send a notice to Technion that the University of Waterloo has decided to terminate the Strategic Research Partnership Agreement and any other partnership agreements that may exist.

Documentation Provided:

- Strategic Research Partnership Agreement between Technion and the University of Waterloo
- Technion Israel Institute of Technology (“Technion”) affiliation with the Israeli Military

Technion Israel Institute of Technology (“Technion”) affiliation with the Israeli military

The senior administration and management of Technion has formal and sustained relationships with the Israeli military; members of Technion senior management have, and still are, serving in the Israeli military, and several of them have affiliations with the military that have lasted long after they have retired from service including, but not limited to:

- Uri Sivan, President, was a pilot in the Israeli Air Force.
- Boaz Golany, Vice President External Relations and Resource Development, served in active and reservist units of the Israeli military. He retired as a Lieutenant Colonel. He currently serves as liaison for the Strategic Research Partnership Agreement that currently exists with the University of Waterloo.
- His research focus includes “resource allocation in counterterrorism and homeland security issues”. He is also UW’s liaison at Technion.
- Noam Adir, Executive Vice President for Research, spent three and a half years in the Israeli military and was discharged as a first lieutenant. He is still an active reserve officer (major) in an infantry brigade.
- Rafi Aviram, Executive Vice President and Director General, retired from the Israeli Defense Forces (IDF) with the rank of Colonel after a long commanding service. He served as the Managing Director of the Friends of the IDF (FIDF) organization in the United States.

Currently, 3000 Technion students and staff are deployed as part of the Israeli military in “Operation Swords of Iron”. In a statement issued by Technion, they described this as: “nearly 3,000 Technion students responded to the urgent call from the army and have been serving in the IDF reserves ever since. Some of them drove tanks in the harshest conditions in Gaza and the North, others operated the Iron Dome and other sophisticated air defense systems, while others assisted in logistics and classified operations.”

Technion has issued several statements in support of these student soldiers. In one of those statements, Technion President Uri Sivan said “It’s important that each and every one of them [Technion students deployed in Gaza] knows that the entire Technion community is mobilized and harnessed for their sake.” He added “We are very proud of you, our reserve soldiers, we trust you and look forward to your safe return home.”

Technion has committed to materially support the student soldiers. To each student currently deployed in the Israeli military, Technion has committed:

- 6,000 NIS [approximately \$2,200 CAD] in financial assistance provided as a grant
- Full exemption from rent payment for October and November for reserve soldier students residing in dormitories and their spouses
- \$25,000 CAD in financing extensions of fellowships for graduate students
- Special financial assistance for reserve soldier students and their families (in addition to deferring tuition payments and continuation of fellowships for graduate degrees)
- A special package of academic exemptions for students serving in the reserves

Furthermore, Technion's affiliation with the Israeli military extends to deep and longstanding partnerships with Israeli weapons manufacturers. In collaboration with Technion, these weapons companies research, develop, and manufacture weapons that support and enable the Israeli military. Two of the biggest Israeli weapons manufacturers are Elbit Systems Ltd. and Rafael Advanced Defense Systems; these companies have produced armored vehicles, drones, machine guns, targeting systems, surveillance systems, missiles, and other equipment for the Israeli military. Technion's partnerships with these weapons manufacturers include:

- Elbit Systems Ltd. and Technion signed a joint research agreement in the field of vision systems in 2008. Elbit Systems awarded research grants for a five year span, to selected Technion researchers. This partnership has resulted in the development of electronic detection devices and drones.
- Joseph Ackerman, Elbit Systems' President and CEO has said "Elbit Systems is proud to be an active partner in advancing the research activity performed at the Technion".
- Hocherman-Frommer, the executive vice president for research and development at Rafael Systems advertised Rafael Systems' partnership with Technion. In a statement published in 2024, Hocherman-Frommer confirms "There are several collaborative programs with the Technion from teaching and student employment to collaboration in research. [Rafael Systems] send employees to the University to do research and the Technion sends students to do their degrees at Rafael. In some cases, employees are getting degrees from the Technion while doing their research at Rafael's facilities."

Moreover, research conducted at Technion has developed new equipment for the Israeli military. Technion helped develop the D9 remote controlled bulldozer, which is actively being used by the Israeli military in Gaza. A subsidiary of Technion, Electro-Optics Research & Development, developed a weapon called "The Scream" for the Israeli military; "The Scream" emits sounds that are unbearable to human ears.

To: **Senate**

Sponsor:

Presenter:

Contact Information:

Date of Meeting:

Agenda Item Identification:

Recommendation/Motion:

That Senate recommend that the Board of Governors implement demilitarization and decolonization both in general and in Palestine in particular as priority areas among Environment, Social, and Governance factors (“ESG factors”) requiring focused investment attention relating to its impact on the financial performance of investments; and,

That Senate recommend that the Board of Governors provide an annual update of its progress towards these goals in an open session of the Board of Governors or one of its committees as appropriate, with the first update being no later than a year from the date of this motion.

Summary:

Senate endorsed a Values Statement on May 6, 2024 and recommended the Board of Governors approve that Values Statement. The Values Statement included the imperative of embracing decolonization, Indigenization, inclusivity, equity, anti-oppression, and antiracism. The University of Waterloo’s investment decisions should reflect the University of Waterloo Values Statement.

Any association between the University of Waterloo and companies involved in arms manufacturing and delivery and/or benefitting from military action in Palestine or elsewhere constitutes a reputational risk to the University of Waterloo. Other Universities in the region have identified this risk and initiated similar stances, this includes Ontario Tech University.

This reputational risk is evident in the International Court of Justice provisional ruling on January 26, 2024, that found that Israel and the Israeli military is plausibly committing a genocide. This reputational risk is exacerbated by the following calls for an arms embargo on Israel:

- On April 5th of 2024, The United Nations Human Rights Council voted in favor of a motion that “called upon all States to cease the sale, transfer and diversion of arms, munitions and other military equipment to Israel and requested the Independent

International Commission of Inquiry on the occupied Palestinian territory, including East Jerusalem, and Israel to report on both the direct and indirect transfer or sale of arms, munitions, parts, components and dual-use items to Israel.”

- On February 23rd of 2024, UN Experts warned “Any transfer of weapons or ammunition to Israel that would be used in Gaza is likely to violate international humanitarian law and must cease immediately.”
- On March 26th of 2024, UN Special Rapporteur Francesca Albanese issued a report titled “Anatomy of a Genocide”. The report concludes that there are reasonable grounds to believe that the threshold indicating Israel’s commission of genocide is met. The Special Rapporteur recommended the implementation of an immediate arms embargo on Israel.
- On March 28th of 2024, The Canadian Parliament passed a parliamentary motion that called on Canada to “cease the further authorization and transfer of arms exports to Israel to ensure compliance with Canada’s arms export regime.”

Jurisdictional Information:

This item is being submitted to Senate in accordance with the University of Waterloo Act, section 22: “The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University...”

Governance Path:

1. Discussion in the Senate (April 8, 2024)
2. Discussion in the Senate (May 6, 2024)
3. Senate - (INSERT DATE HERE)
4. Board of Governors - June 18, 2024

Highlights/Rationale:

The Board of Governors and its committees apply ESG factors as part of investment decision making processes. In June 2021, the Board of Governors affirmed climate change mitigation as a priority area among ESG factors requiring focused investment attention relating to its impact on the financial performance of investments. The Board also recognized that further consideration is required relating to other ESG factors such as social justice, equity, diversity and inclusion and their potential consequential impact on investment risk and reward.

Students at the University of Waterloo have called on the University of Waterloo to divest from weapons manufacturers and companies benefiting from military action in Palestine. Students have done so through:

- Student emails to the university administration that include this as a demand:
 - a. 300 emails sent through an email campaign titled “Condemn the Murder of UWaterloo Guest Scholar”. The statement of the email was endorsed by the following 16 official student groups: UW Voices for Palestine, UW Muslim Students’ Association, Orphan Sponsorship Program, The Islamic Information Center of the University of Waterloo, UW Somali Student Association, UW

African Student Association, National Society of Black Engineers UW, UW Indigenous Student Association, Waterloo Sudanese Student Association, Black Association for Student Expression UW, Waterloo Arab Student Association, UW Climate Justice Ecosystem, Thaḡalayn Muslim Association, UW Pakistani Students' Association, UWaterloo Chai and Verse, QTPOC KW. (December 11, 2023)

- b. 400 emails sent through an email campaign titled "Condemn the Genocide". The statement of the email was endorsed by the following 7 official student groups: UW African Student Association, Black Association for Student Expression UW, UW Somali Student Association, UW Voices for Palestine, Thaḡalayn Muslim Association, UW Climate Justice Ecosystem, UW Indigenous Student Association. (November 7th, 2023)
 - c. 2751 emails sent through an email campaign titled "University of Waterloo Students Support The Encampment!". (May 19th, 2024)
- Students have set up an encampment on the Waterloo Campus on May 13th, 2024 and included this as a demand

Next Steps:

The President will bring this recommendation to the Board of Governors no later than the June 18, 2024 Board of Governors' meeting.

Documentation Provided:

- Pro-Palestinian Student-led Encampment Final Agreement with Ontario Tech University signed on May 19th, 2024
- University of Waterloo Responsible Investment Policy effective on April 4, 2023
- University of Waterloo Values Statement endorsed by Senate on May 6, 2024

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May 22, 2024

Dear University of Waterloo Senate,

As members of the South West Ontario Chapter of the Jewish Faculty Network, we write in support of the students who have brought motions to: 1) terminate the University of Waterloo's partnership agreements with the Technion Israel Institute of Technology and; 2) divest from, terminate, and establish policies related to weapons manufacturers and all organizations that supply military equipment to Israel.

The Jewish Faculty Network comprises Jewish faculty from universities and colleges across Canada who share a strong commitment to social justice in support of an ethical life, whether defined through religious observance or secular action. Our growing chapter in southwestern Ontario includes faculty at the University of Waterloo, Wilfrid Laurier University, and the University of Windsor. Although we represent diverse backgrounds and affiliations, as Jewish academics, we feel compelled to reiterate that:

1. **There is nothing inherently antisemitic** about the proposed motions, or more broadly, about motions for boycott, divestment, and sanction. In affirming this, we draw on our own lived experiences with antisemitism, as well as scholarship that includes our own members' work on race and racism. As Larry Haiven notes in a report for Independent Jewish Voices, "The battle against anti-Semitism is vital, and is undermined whenever opposition to Israeli government policies is automatically branded as antisemitic."¹
2. These motions, and BDS more broadly, represent **legitimate, non-violent tactics** for protesting the Israeli state's genocide in Gaza, which includes scholasticide as one of its core features. President Goel affirmed the legacy of these tactics during his 2023 delegation to South Africa, noting "The opportunity to see first-hand where courageous leaders like Mandela made a stand against colonialism reinforced to me the level of effort, dedication and purpose needed to continue efforts towards decolonizing our institutions and society more generally."²

We are proud of the students who are doing what the University of Waterloo purports to teach them to do: to "understand and identify equitable and sustainable solutions for the future of humanity and our planet." We urge you to carefully consider their motions.

Sincerely,

¹ Larry Haiven, "Antisemitism in Context: Its use and abuse," Report for Independent Jewish Voices, October 26, 2019, https://www.ijvcanada.org/antisemitism-in-context-its-use-and-abuse-an-ijv-report/#_edn51.

² Sam Toman, "Reimagining International Partnerships, University of Waterloo News, February 2, 2024, <https://uwaterloo.ca/news/university-president/reimagining-international-partnerships>.

South West Chapter, Jewish Faculty Network

May 27, 2024

TO: Vivek Goel, UW President; James Rush, UW Provost; David Porreca, FAUW President; UW Faculty Senate; and FAUW Executive Board
FROM: UW Department of Communication Arts
RE: Support for UW Student Encampment Rights and Demands

The Department of Communication Arts stands against anti-Palestinian racism, antisemitism, Islamophobia, and all forms of systemic discrimination and violence. We recognize that all struggles for equality and liberation are connected. We believe that a better, more just and equitable, future is possible for all peoples. We believe these challenging conversations are essential for imagining and creating a better world.

Our Department's research and teaching is deeply invested in cultivating an imagination and practice for the public good, which includes mitigating the suffering of marginalized communities. Our definition of 'public good' also involves an enduring respect for education and the right to education. Therefore, we are deeply concerned about the human suffering in Gaza, the destruction of schools and universities in Gaza, and the infringement of academic freedom in regards to Palestine-oriented research and communication. We believe that everyone has the right to criticize governments, and this should not be conflated with a criticism of or attack on citizens or peoples. We call for an immediate ceasefire and for international law to be upheld and respected.

In recent weeks, we have watched as student encampments across North America have been met with extreme police violence. We are strongly opposed to this militant response by institutions and support students' right to peaceful protest. University of Waterloo students have recently begun their own encampment on campus as of Monday, May 13.

- We unequivocally support our students' right to free speech and assembly.
- We support their call for the University to disclose current investments and academic partnerships, to divest from companies named on the Boycott, Divestment, and Sanctions list, and to break ties with Israeli institutions that are complicit in apartheid and genocide.

This letter was approved by a supermajority of the thirty-one Communication Arts faculty and staff. It does not reflect the nuanced differences in the opinions and beliefs of all individuals affiliated with the Department and it cannot encompass all possible actions, expressions, and strategies in response to the ongoing crisis in Gaza.

Sincerely,

Department of Communication Arts
University of Waterloo



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To: Members of Senate
From: Vivek Goel, President & Vice-Chancellor
Date: Friday, May 31, 2024
Subject: **5(a) Report to Senate on Actions to Address Issues Raised on Investments and Partnerships**

Dear Senators,

What follows was going to be part of the President's report scheduled for the June 10th Senate meeting as a follow up to the May Senate questions raised about how Waterloo approaches investments and partnerships.

In light of issues raised with respect to the Special Senate meeting, it is presented here.

For several months, members of the University community have raised and discussed issues related to the ongoing situation in the Middle East. The University acknowledges the pain that members of this community are experiencing about what is happening in Gaza and Israel, and victims of armed conflict everywhere.

Following several months of student protest activity, representations to both the Board and Senate, and questions raised by members of both governance bodies, Senate was informed on May 6 (later shared in the Daily Bulletin on May 9) that the University would start work to review institutional investments in line with its responsible investment policy and within appropriate governance bodies, and that the University would review its approach to international partnerships.

This proposed work should build on the work of the Task Force on Freedom of Expression and Respectful Engagement which is set to report over the summer and consider the proposed institutional values.

The University will take three specific actions. It will:

- take steps to improve transparency on institutional investment portfolios by disclosing the names of direct investments and the investment manager and fund names for actively and passively managed pooled investment funds for the endowment and the registered pension plan;
- form a Task Force on Social Responsibility in Investing to review the University's Responsible Investment Policy and related policy framework with a lens on social factors including international human rights and diversity, equity and inclusion, as well as consideration of further disclosure practices and processes for the community to bring forward expressions of concern; and
- form a Task Force to review our current practices in establishing institutional partnerships and develop recommendations on a unified framework for principles for partnerships across all institutional portfolios that reflect Waterloo's values.



Further information on these actions follows. Invitations to participate in both task forces will be issued following the June 10th Senate meeting.

In addition to addressing the questions raised by the community, senators and board members, the University believes these actions are reasonable next steps to address the calls for action made by members of the current protest encampment. Senior administrators have been in dialogue with members of the encampment to inform them of this approach.

This approach is grounded in a drive to increase transparency and to center the voices of the whole community in the institution's actions. This builds on the models that have recently been used to create positive change at Waterloo including the President's Anti-Racism Taskforce and the Task Force on Freedom of Expression and Respectful Engagement.

Background on Waterloo's responsible investing approach

At the April 2024 Board meeting, there was a request for the Finance & Investment (F&I) Committee to review and provide an update to the Board of Governors on the ethics of the University's investments. This request came forward within the context of prior work conducted to review institutional investments.

In June 2021, the Board affirmed climate change mitigation as a priority area among Environmental, Social and Governance (ESG) factors requiring focused investment attention relating to its impact on the financial performance of investments. Through that work, the Board approved a carbon footprint reduction plan for the endowment and pension funds where progress is reviewed annually.

The Board approved the University's Responsible Investment Policy in 2022 which forms part of a broader responsible investing framework that includes ESG guiding principles and their application to University investments. This framework also uses the United Nations' Principles for Responsible Investment and the Responsible Investment Charter for Canadian Universities, to both of which the University is a signatory.

The Board also recognized that further consideration was required relating to other ESG factors such as social justice, equity, diversity and inclusion and their potential consequential impact on investment risk and reward. This was documented in the Responsible Investment Policy.

The Board and its Committees apply ESG factors as part of investment decision making processes and the decision to integrate ESG factors into investment decisions is based on the belief that this approach is expected to enhance the long-term value of the funds' portfolios and reduce the risk of loss. Furthermore, the University considers investment manager integration of ESG in selecting fund managers.

The F&I and the Pension Investment Committee (PIC), both committees of the Board of Governors, regularly discuss responsible investment matters. At the Fall 2023 retreat, F&I discussed ESG and future directions for responsible investing. In the March 2024 meetings, F&I and PIC considered the responsible investment action plan and progress on work on this plan. The Board and its Committees have a fiduciary responsibility with regards to the investments and must ensure that legal requirements are met.



Increasing transparency on investments

As a result of this ongoing focus on responsible investment practices, the administration recognizes that information on University investments is difficult to access and acknowledges that it does not currently disclose the investment holdings within endowment or pension funds in a way that is easily accessible.

As part of the commitment to be more transparent with details of investments, the F&I Committee on May 30 accepted a proposal that the University will undertake a process to transparently disclose the names of direct investments and the investment manager and fund names for actively and passively managed pooled investment funds for the endowment and the registered pension plan.

This effort to increase transparency is not the end of this work. As the majority of university investments are in institutional pooled funds managed by third-party investment managers, consideration of whether and how to approach disclosures of holdings within pooled funds is further work that the University will ask the Task Force proposed in the next section to consider.

Task Force on Social Responsibility in Investing

It is essential that efforts to increase transparency are systematic. Changes that the University community is calling for require us to establish mechanisms to deal with requests for change now and long into the future.

To help the University achieve this, a Task Force on Social Responsibility in Investing is being established. This task force will, among other things, consider approaches to disclosing investments in pooled funds, examine ESG factors including international human rights, and make recommendations on matters related to receipt of expressions of concern in relation to the University's investments.

This task force will include representation from faculty, staff and students and the Board of Governors. An open call for members with appropriate expertise will be issued. Community members will have an opportunity to make representations to the task force and participate in its consultations which will be supported by subject matter experts through the Fall.

The process to reach the objectives including broad consultation will ideally be concluded by the end of the 2024 calendar year, culminating in a report and recommendations to the President. The Task Force report and administrative response will be publicly posted.

Changes to policies will be considered by the F&I and PIC, as those committees ultimately have responsibility for proposing to the Board of Governors any revisions to the Responsible Investment Policy or the Statements of Investment Policies and Procedures.



Task Force on Principles for Institutional Partnerships

Community members have raised concerns about the way the University enters into formal institutional partnerships.

Although the University has a robust process for assessing institutional partnerships (including Policy 7 - Gift Acceptance), it is acknowledged that it would be useful to clearly articulate the principles that guide decisions about partnerships. This includes partnerships that the University enters with other legal entities, such as university-to-university international agreements, university-funder agreements or institutionally stewarded advancement relationships. Responsibility for individual partnership agreements is delegated by the Board of Governors to the administration.

A Task Force on Principles for Institutional Partnerships will be established to build on several key foundations recently set – or soon to be set. These foundations include Waterloo's ongoing commitment to equity, diversity, inclusion and anti-racism, the vision for Waterloo at 100 and new institutional values set to be considered by the Board in June. They also include principles soon to emerge from the Task Force on Freedom of Expression and Respectful Engagement as well as recent government directions on safeguarding research.

The task force will conduct extensive community consultations this Fall with students, faculty and staff to develop a set of principles to ensure a clear and consistent approach to institutional partnerships that reflect institutional values.

Although the scope of this task force will not cover individual researchers' bilateral relationships, it is important to note that some institutional research agreements arise from the activities of an individual researcher, and these will need to be considered by the task force.

This task force will include representation from faculty, staff and students. An open call for members will be issued. Community members will have an opportunity to make submissions to the task force in addition to participating in consultations.

The process to reach the objectives including broad consultation will ideally be concluded by the end of the 2024 calendar year, culminating in a report and recommendations to the President. The Task Force report and administrative response will be publicly posted. Proposed development or revision of policies or guidelines will follow the appropriate governance pathways.

Change movements need time and stakeholder input

It's important to note that while all this work is underway, the timeline for making decisions about university investing policies and partnership agreements will take much longer than some may like. We operate through a collegial, shared governance model which lays out the processes by which change must happen.

These decisions are complex and will impact the institution for decades to come and therefore require time and feedback from all stakeholders. This is particularly important when we face issues for which members of this community have many different perspectives.



The *University of Waterloo Act* defines our objects as “the pursuit of learning through scholarship, teaching and research within a spirit of free enquiry and expression.” Ensuring that there is room for a broad range of dialogue and debate is central to our purpose.

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1. Motion regarding investment disclosure

That Senate recommend that the Board of Governors annually disclose a comprehensive report of all investments and holdings in an open session of the Board of Governors or one of its committees as appropriate, with the first report being issued no later than the first quarter of 2025.

2. Motion regarding institutional partnerships

That the Senate formally express support for the establishment of a defined set of principles and framework to guide approaches to institutional partnerships which are reflective of University of Waterloo values.

3. Motion regarding ESG factors

That Senate recommend that the Board of Governors consider the inclusion and implementation of social justice, equity, diversity and inclusion, nonviolence, and international human rights as priority areas in the Environmental, Social and Governance (“ESG”) factors, and

That Senate recommend an annual update report be provided on progress towards said inclusion and implementation within the University’s investment portfolios, in an open session of either the Board of Governors or one of its committees as appropriate, with the first update to be brought forward no later than one year from the date of passage of this motion.