

# YOU SHAPE THE FUTURE WITH YOUR GIFT.

*See how your support  
helps prepare tomorrow's  
changemakers*



# BECAUSE OF **YOU** WE ARE READY TO FACE THE FUTURE.

More than ever, Canada – and our world – needs big ideas and fresh perspectives if we are to address an ever-shifting kaleidoscope of social, economic and environmental challenges.

At Waterloo, we are preparing the next generation of leaders, healers and problem-solvers, ready to tackle these monumental issues. In my new role as Vice-President, Advancement, it's my privilege to share this report, highlighting how your thoughtful support makes that possible.

In these pages, you'll see how your gifts create positive change. You'll read how your support empowers learning, exploration and creativity. How it fosters connections between individuals, disciplines and cultures. And how it gives a voice to those who might otherwise remain unheard.

On behalf of the Waterloo students and researchers whose lives have been touched by your generosity, thank you for investing in our shared future. Working together, we will face the challenges ahead with courage and confidence.

Sincerely,



Nenone Donaldson,  
Vice-President, Advancement





“

Waterloo addresses the world's greatest challenges through boundary-pushing research, experiential education and entrepreneurship that improves our quality of life. Donor support underpins all of these initiatives, providing the tools and resources that fuel innovation. Thank you for your generosity.

*Together, we will create a future in which everyone can thrive.*

Vivek Goel,  
President and Vice-Chancellor

**JOIN THE DISCUSSION ABOUT  
WATERLOO'S BOLD NEW FUTURE**

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[uwaterloo.ca/president/waterloo-100](https://uwaterloo.ca/president/waterloo-100)

# 2021-2022 FINANCIAL HIGHLIGHTS

**1,570**

first-time donors  
contributed more  
than

**\$2.8M**

**32**

new bequests  
confirmed



**1,633**

monthly donors



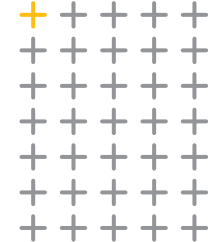
**\$15.7M**

new contributions  
to endowments



**35**

new endowments  
established

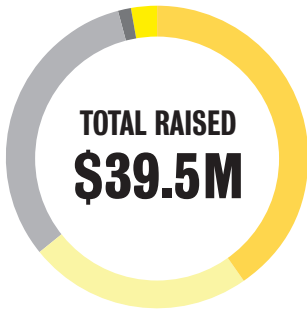


Waterloo set me up for success in my career, so I wanted to give back. But making a large gift each year isn't feasible at this stage in my life. Monthly giving allows me to make gifts that fit my budget and support the area that means the most to me.

Ian Evans (MSc '17),  
Monthly giving donor

**8,235\*** DONORS IN 31 COUNTRIES

\* Figure does not include the thousands of students each year who make voluntary contributions.



- Programs \$15.6M
- Research \$9.2M
- Scholarships \$12.2M
- Buildings \$0.5M
- Chairs/Professorships \$2.0M

These figures represent dollars raised from the following groups:



- Foundations/Corporations/Organizations \$20.1M
- Honorary Alumni/Alumni \$10.6M
- Parents and Friends \$5.5M
- Students \$2.6M
- Faculty, Staff and Retirees\*\* \$0.7M

These figures represent dollars RAISED and include cash, pledges, gifts-in-kind and other revenue promised or given May 1, 2021, to April 30, 2022. Figures exclude payments on pledges made prior to the current year. All figures are unaudited.

\*\* Overall, Waterloo's Faculty, Staff and Retiree campaign raised in excess of \$2.25M. This figure comprises gifts from all sources, including the Board of Governors, faculty, staff, retirees and alumni who work for Waterloo.



I feel privileged to be able to give back to my alma mater and support the education of my young colleagues, who are the future of our profession.

Dr. Cheryl Bayer (OD '08),  
Waterloo Eye Institute donor



I came to Waterloo as an undergraduate student and now, 35 years later, I'm still here! Waterloo has given me so much that giving through the Faculty, Staff and Retiree giving program seemed like the right way to 'pay it forward'.

Tony Munro (BES '91),  
Waterloo staff member and donor





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**This co-op job showed me  
that I love working with patients.**

**EMILIE RICHARD, BIOLOGY STUDENT**

# OPENING DOORS TO CO-OP

Lenora Fleming knows how important the co-op experience can be. She watched how her daughter Charlotte's confidence soared during her first work term. But finding that first co-op job wasn't easy.

Charlotte (BSc '21), now a graduate of Waterloo's biology program, remembers applying for dozens of roles but not securing many interviews. She persevered and found a position – in Thailand. Charlotte wasn't sure if she could afford to travel, but fortunately, she received a student award that made the trip possible. She went on to complete a successful work term, gaining valuable skills that led to subsequent co-op jobs.

While most Waterloo students find co-op positions each year, it can be challenging. Employers may prefer candidates with more work experience. Jobs may require travel that students can't afford. Students may encounter other financial pressures that force them to drop out of co-op – or even university entirely.

To ensure students can take advantage of co-op's career-boosting advantages, Waterloo donors are providing support. They are creating awards to open doors to experiences that might not otherwise be possible. And they are supporting WE Accelerate, a program

that provides skills training and work experience to students who don't find a job in their first work term.

Knowing how co-op helped Charlotte to flourish, Lenora and her husband Ivor created the Fleming Family Co-op Biology Award to assist students during their first work term.

“I hope this award eases students' financial burden and opens up more opportunities for them. And once they get their education, I hope they share their ideas and help other people,” Lenora says.

The Fleming family's generosity certainly helped biology student Emilie Richard. She landed a job in an optometrist's practice for her first work term. Then disaster struck. “I needed surgery and then I fell ill with COVID,” she says.

Emilie worried that she wouldn't make enough money to pay the next term's tuition. Then – just as they had for Charlotte – donors made the difference. Emilie learned she was the first recipient of the Fleming Family award.

Today, Emilie looks forward to continuing her studies and exploring a potential career in health care, an interest sparked by her co-op experience.

“This job showed me that I love working with patients,” she says, “and the Fleming Family award is motivation to keep working hard. I'm so grateful for this support.”

## OVERCOMING BARRIERS TO CO-OP SUCCESS

How do you get a job without work experience, or get work experience if you can't find a job? Learn about Miguel's experience with WE Accelerate, a donor-funded program that helps students new to co-op develop the skills employers are looking for.

[publications.uwaterloo.ca/report-on-giving/  
opening-doors-to-co-op](https://publications.uwaterloo.ca/report-on-giving/opening-doors-to-co-op)



**For many years, I looked for the opportunity to honour Professor Dullien ... to recognize an exceptional student-professor relationship.**

**MOHAMED AZZAM**  
(MASC '71 & PHD '75)

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# HONOURING

## A MENTOR, MOTIVATOR AND FRIEND

Decades after graduating from Waterloo Engineering, an alumnus is honouring the supportive relationship he had with his doctoral supervisor by funding a professorship in both their names.

Mohamed Azzam (MAsc '71 and PhD '75, chemical engineering) has launched an endowment for the Azzam-Dullien Endowed Professorship in recognition of Francis Dullien's commitment to him while he was a PhD student and post-doctoral researcher.

Mohamed describes Dullien, a Waterloo chemical engineering professor from 1966 until his retirement in 1994, as his mentor, motivator, educator and friend. Dullien, a world-renowned authority and pioneer in the study of transport in porous media, passed away in April 2022.

"He guided my research every step of the way and encouraged me to perfect every aspect of my projects," says Mohamed.

Dullien chose Howard Brenner, the world's foremost authority on computational fluid dynamics at the time, as the external examiner for the oral defense of Mohamed's thesis on a topic related to the Carnegie Mellon University professor's research expertise.

Sensing Mohamed's reluctance to have Brenner as part of his thesis examining committee, Dullien purchased

his student a plane ticket to Pittsburgh so he could personally deliver his work to Brenner.

"I knew he wanted to calm my nerves and spare me the shock of facing Professor Brenner for the first time on the day of the oral defense," says Mohamed. "It is a memory and a favour I never forgot."

Mohamed says Brenner's involvement brought significant recognition to his research and made it easier to have it published in top engineering journals. He also feels Brenner's participation in the defense of his thesis helped him receive a National Research Council of Canada postdoctoral fellowship.

"For many years, I looked for the opportunity to honour Professor Dullien to show my appreciation of the wonderful, productive years I spent at Waterloo and to recognize an exceptional student-professor relationship," says Mohamed. In September 2021, the two men were able to celebrate the award in person.

That November, Jeff Gostick, associate professor of chemical engineering, received the inaugural Azzam-Dullien Endowed Professorship. This four-year appointment supports Gostick's vision to advance sustainable development goals through rational design of porous materials.

*Adapted from a story by Carol Truemner*

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**I felt in some ways that I had limited opportunities because of the colour of my skin ... But seeing women of colour in the pharmacy industry reminded me that I could overcome roadblocks.**

**JOCELYN BONTI-ANKOMAH,  
PHARMACY STUDENT**



# PAVING THE WAY

## FOR WOMEN OF COLOUR

Growing up as an African Canadian woman in Ottawa, Jocelyn Bonti-Ankomah didn't see many people who looked like herself working in health care roles.

"I felt in some ways that I had limited opportunities because of the colour of my skin – that I wouldn't be able to achieve my goals or reach success because I was a woman and African Canadian," she says. "But seeing women of colour in the pharmacy industry reminded me that I could overcome roadblocks."

Today, Jocelyn is doing just that. She's a second-year pharmacy student and the first recipient of the Rexall Pharmacy Group ULC Community Involvement Award. This new award recognizes Black or Indigenous undergraduate students with a strong history of volunteering in their community who demonstrate the values of integrity, customer service, accountability, respect and excellence.

Jocelyn hopes to become the kind of practitioner that inspired her to pursue pharmacy. Through her volunteering, work and co-op experiences, she's already making an impact. From supporting residents and staff in retirement communities to volunteering at the Ghana Language and Culture School she attended as a child, she values giving back to her community.

Jocelyn was attracted to a career in health care after watching her grandmother struggle with uncontrolled

diabetes. "Seeing her situation made me interested in pharmacy – I wanted to be part of the profession that could educate patients on medication and contribute to positive therapeutic outcomes."

Her volunteer experiences at an Ottawa retirement residence further motivated Jocelyn to focus on geriatrics. She saw first-hand what a difference medication, education and personalized care can make for vulnerable seniors.

For Rexall, establishing the award was both about supporting the practitioners of tomorrow and about acknowledging the importance of diversity and inclusion throughout pharmacy education.

"We want to make an impact and a difference," says Tracy Paulo-Brown, Rexall's Director, Talent Attraction and Diversity. "We want to provide opportunities to make education more accessible where systemic racism is present. Awards and bursaries are one way we can help support people and work to dismantle that."

For Jocelyn, the award is also a chance to elevate others.

"This award isn't only for me, but also for other women of colour," she says. "I want to encourage them to fulfill their goals and remind them that their skin colour is not an obstacle."

*Adapted from a story by Alana Rigby*



**Academia prioritizes Western knowledge. We need to prioritize Indigenous knowledge too.**

**PROFESSOR LOGAN MACDONALD**



# RECONCILIATION

## THROUGH ART

Across Waterloo Region, the archaeological record shows traces of longhouses built by the Attawandaron (Neutral), Haudenosaunee and Anishinaabe peoples. These longhouses were not only shelters but centres for learning, creativity and community.

The Longhouse Labs at the University of Waterloo will honour that rich history by celebrating the work of contemporary Indigenous artists. The project will provide makers and curators with access to leadership opportunities and resources to support their creative scholarship. Waterloo students of all backgrounds and disciplines will have the opportunity to benefit from Indigenous leadership in the arts.

Logan MacDonald is a professor in Waterloo's Department of Fine Arts and a Canada Research Chair (CRC) in Indigenous Art. A visual artist of mixed European and Mi'kmaq ancestry, he belongs to the Elmastukwek people of Ktaqmuk territory (Bay of Islands, Newfoundland). The Longhouse Labs is his CRC project.

"Academia prioritizes Western knowledge. We need to prioritize Indigenous knowledge too," Logan says. "When we look at Indigenous material culture, the infrastructure around how things are made speaks to so many elements of Indigenous life, both historical and the contemporary. The Longhouse Labs is a chance for Indigenous artists, craft practitioners and knowledge keepers to say, 'What we make is important.'"

The core of the project is the Longhouse Fellowship. Starting in fall 2023, the Longhouse Labs will welcome three Indigenous artists from regional and international communities with immersive eight-month artist residency placements. The Fellows will create art, mentor students and share their knowledge from a new home base that includes studios, gallery space and a museum-quality archive where they can access material culture from collections.

During their placements, the Fellows will mentor future Indigenous artists. Students and faculty will connect with the Fellows through visits to the Labs and collaboration across academic programs. Through these interactions, the artists will expand their professional networks, while students learn more inclusive ways of thinking about art, culture and creativity.

Thanks to the support of donors, including Wawanesa Mutual Insurance, Good Foundation Inc., and the Musagetes Fund at the Waterloo Region Community Foundation, this project will create an environment where both Indigenous artists and Waterloo students can thrive. And in doing so, the Longhouse Labs will chart a new path toward reconciliation and a richer, more inclusive arts sector in Waterloo Region and beyond.

*Artwork by Alana Jewell*

# YOU BRING WATERLOO TO THE WORLD

Your generosity touches lives far beyond our campus community. Through your support for research, co-op programs and scholarships, you fuel the talent that's building a healthier, more equitable future for us all.

## COLLABORATING TO CHANGE HOW WE VALUE WATER

Indigenous communities' interactions with waterways need to be considered in environmental impact assessment. With support from Waterloo donors, PhD student Nat Bergbusch is co-creating tools with these communities to ensure their voices are heard.





# ALWAYS A WARRIOR

In 1974, Cam Crosby (BSc '74) and his teammates captured Waterloo's first national championship. To celebrate the team's long-lasting friendships, Cam's son Michael made a gift that will help future hockey Warriors thrive.



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[publications.uwaterloo.ca/report-on-giving](https://publications.uwaterloo.ca/report-on-giving)

## INSPIRING

FUTURE PROBLEM-SOLVERS

Secondary school teacher Christine Ruza (BMath '94) knows just how valuable the Centre for Education in Math and Computing's courseware is for her students. Now, thanks to generous donors like Jeromy Carriere (BMath '95), elementary school students will benefit from expanded CEMC courseware, too.



**YOU+WATERLOO**

*Our greatest impact happens together.*

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