

Summary: Agreements Between the University of Windsor and the UWSA and Students Involved in the Encampment

	Demand	Agreed
Disclose	Disclose all institutional expenditures, including direct/indirect investments, endowments, stocks and bonds with explicit clarity	Yes to partial disclosure , UW will annually disclose all direct and indirect/pooled investments, and the content of those indirect/pooled funds that involve public companies. This is in line with practices at many other universities.
Divest	From all companies profiting from Israel military industries and occupation.	No , University agreed to establish a process for stakeholders to raise concerns with any investments (not just those involving Israel/military) and the final step of that process <i>may be</i> recommending divestment by changing investment managers/pooled funds. University will also be enhancing language in its Responsible Investing Policy relating to human rights issues and weapons manufacturing, subject to approval by appropriate committees.
Boycott	Financial and academic boycott of entities/partnerships that profit from the occupation of Palestine, including Israeli institutions.	No boycotts of individual academic agreements or research agreements. Institutional agreements can only be established if supported by Senate.
Defend	Students and faculties pro-Palestinian speech and activism on campus, ensuring freedom of expression without repression.	Yes, University remains committed to upholding freedom of expression and the right to peaceful assembly in alignment with its policies.
Declare	Public statement condemning Israel's illegal occupation, genocide, ethnic cleansing. Urge Canadian government to terminate military contracts with Israel.	Yes in part , University to issue statement reaffirming its commitment to condemning violations of fundamental human rights worldwide and send a letter to government advocating for ceasefire, anti-racism efforts and increased humanitarian aid.
Support	Provide counselling services for Palestinian, Muslim and BIPOC students affected by the genocide in Palestine, addressing the rise of racism and Islamophobia – ensure the services are delivered by racial-trauma-focused therapists.	Yes in part , University will provide enhanced counselling services; consistent with other Ontario universities.

AGREEMENT

BETWEEN:

THE UNIVERSITY OF WINDSOR

-and-

THE UNIVERSITY OF WINDSOR STUDENTS' ALLIANCE (UWSA)

FINAL AGREEMENT: signed in Windsor, Ontario on July 10, 2024 – All Items are agreed to by both parties

A. Commitment to anti-racism, protection of academic freedom and freedom of expression and assembly.

1. The University acknowledges that the UWSA membership, at its annual general meeting, called for "concrete action to support the Palestinian people in their struggle for dignity, human rights, and self-determination". The University of Windsor is in the process of developing its first-ever anti-racism policy. A central feature of the policy will be a focus on identity-based oppression. The policy will acknowledge the concerns raised by the UWSA membership. The University will use its best efforts to complete the process by December 31, 2024. The University commits to including a diversity of voices as part of the policy consultation. Regular updates will be provided on the Vice-President, People, Equity and Inclusion's website.
2. The University commits to establishing an anti-oppression website within 30 days of the ratification of this agreement, which will include institutional and third party information and resources on identity-based violence and marginalization, including but not limited to anti-Arab racism, anti-Palestinian racism, antisemitism, and Islamophobia, linked for the benefit of students, faculty, staff and community members.
3. The University agrees to establish anti-Palestinian racism and antisemitism training and education, which will be recommended for faculty, staff and students on an annual basis. The training and education will be mandatory for the Executive Leadership Team and the Board of Governors members.
4. The University commits to opening its human rights policy and the freedom of expression policy for community consultation, and to revise the policies as required. The University will conduct community impact assessments at various stages of policy development. These assessments will evaluate how well the needs of diverse groups within the University community are being addressed. This process will enable the University to adapt its strategies based on direct feedback, ensuring that the policies remain responsive and equitable. The University agrees to continue its commitment to decolonialization and to uphold its human rights policy and freedom of expression policy.
5. The University agrees to ongoing and regular review of the policies, procedures, and processes for student non-academic misconduct administered by the Office of Student Rights and Responsibilities.

6. The University agrees to make internal research grants available for application by students and faculty on the topic of identity-based violence and marginalization, including but not limited to anti-Arab racism, anti-Palestinian racism, antisemitism, and Islamophobia.
7. The University will ensure that students will not receive any academic or employment sanctions for their engagement in free speech, bearing in mind the broad protections provided by the freedom of expression, association, and assembly.
8. The University agrees to remove the *Aspire* Anti-Racism information sheet from its website.
9. The UWSA acknowledges that the University administration advocated for the participation of the UWSA in the discussions with the Liberation Zone Team. The University agrees that the UWSA, the elected representatives of the full-time undergraduate students, will remain an active participant in all student advocacy matters.
10. The University agrees to provide an administrative representative to sit on the UWSA's BDS Advisory Committee should the University be invited to send a representative.

B. Comprehensive student supports

1. The University will invest funds as required to extend the *Scholars at Risk* program for an additional year (to end in 2025). Future institutional support for the program beyond 2025 will be reviewed annually by the University based on the availability of funding. The University will make the securing of funding for the continuation of the *Scholars at Risk* program a priority in its future financial planning. The University will make special efforts to recruit Palestinian scholars who have been impacted by the occupation of Palestine and the ongoing destruction of its post-secondary institutions, and the associated scholasticide in Gaza.
2. The parties agree to work jointly, and with the Graduate Student Society (GSS) to investigate the feasibility of creating a program at the University of Windsor modelled on the *International Students Overcoming War* (ISOW) initiative at Wilfred Laurier University. Should such a program be launched, a priority area of the initiative would be students from Palestine.
3. The parties agree to work jointly to advocate to World University Service of Canada (WUSC) that the existing student refugee program expand its territories to include students from Palestine.
4. The University will invest an additional \$65,000 to its *Global Conflict Bursary Fund* for scholarships in support of students who have been significantly impacted by global conflicts or humanitarian crises, which has jeopardized their ability to continue their studies at the University of Windsor and who have demonstrated financial need. Given the devastating impact of the 2023-24 war on Gaza, a priority for this *Fund* will be students from Palestine. The UWSA agrees to review its own budget to determine if it too could contribute to this scholarship fund. The scholarships will be adjudicated according to the University's established process. For international undergraduate applicants from Palestine, the University will waive application processing fees and it will expediate the application process for them.
5. The University guarantees first year housing for all international students regardless of their first term of entry. In addition to this guarantee, the University will financially support students impacted by global conflicts and humanitarian crises, including Palestinian students, who have demonstrated urgent housing needs during the Intersession/Summer term with residence housing.
6. The University will ensure equitable and inclusive access to education for students impacted by global conflicts and humanitarian crises, to study in any faculty and department at the University

of Windsor subject to UWindsor admission standards and taking into account the challenges that students may have in producing documents from schools in their native countries.

C. Counselling Services for students impacted by racism

1. The University reaffirms its commitment to providing racial trauma-informed counselling for its student population. It recognizes that such counselling is often best provided by professional counsellors who themselves come from racialized and marginalized communities. It also recognizes the importance of having a staff of professional counsellors which broadly reflects the demographic composition of the student population of the University, and it will apply this recognition in its future hiring initiatives.
2. The University administration requires all counselling staff to undertake extensive training in racial and trauma-informed counselling and multi-cultural safety. The University will augment this training for all counselling staff to better equip them with the skills required to provide professional counselling services to students experiencing trauma based on global conflicts or humanitarian crises. This will include the Centre's care navigator, who is the first point of contact in supporting students requiring accommodations.
3. The University will ensure that the Executive Director, Student Health, Counselling and Wellness is available for meetings regularly with the UWSA to discuss student needs, including those unique needs of students impacted by global conflicts and humanitarian crises.
4. The University will facilitate mental health support groups for students experiencing trauma related to the ongoing occupation of Palestine, not less than quarterly.
5. The University will engage an individual of Palestinian descent as a Palestinian Student Support Advisor (PSSA). The University will also commit to, with the encouragement and support of the UWSA, evaluating the need for and appointing additional student support advisors to ensure all students have adequate support, including a student support advisor for Jewish students.
6. The University will review, and amend as required, its policies with respect to academic accommodations in the context of students who have been impacted by global conflicts and humanitarian crises in the world.

D. University Investments

1. The University's Responsible Investment Policy (RI Policy) is a continuously evolving policy that requires ongoing learning, innovation and adaptation. Its RI Policy is a key component of its fiduciary duty respecting its decision-making regarding its investments. Among the core elements of the University's RI Policy are:
 - The United Nations Principles on Responsible Investment
 - The application of the environmental, social and governance (ESG) factors
 - Respect for human rights, including international human rights law and international humanitarian law, with a particular concern for violations and potential violations of these bodies of law in conflict zones and humanitarian crises
 - A commitment that its investments will contribute towards solutions for global problems, and not to sustain or worsen them.
 - Transparency and disclosure through regular reporting on its RI strategy
 - Regular engagement with its key stakeholders, including, but not limited to, current and prospective students, alumni, faculty, staff, families, donors and members of the broader Windsor community.

- Active and engaged ownership by the University respecting its investments to ensure that its RI Policy is adhered to and applied by internal decision makers and external investment managers.
2. The University administration agrees to propose to the Board investment committee an expansion of its RI Policy to include a new section on Human Rights and International Law. The section would be modeled after Section C. *Climate Change*. The section would include a commitment to review the weapons manufacturing industry, with particular attention on companies involved in manufacturing arms used in conflict zones where UN human rights mechanisms or resolutions have determined that serious violations of international human rights, humanitarian or criminal law have occurred. The section would provide an opportunity for the University to develop an operational procedure for its RI Policy based on human rights and international law. This operational procedure would be grounded in United Nations resolutions on human rights situations, and the work of the United Nations High Commissioner for Human Rights, the United Nations Special Procedures and United Nations human rights commissions of inquiry as well as decisions of domestic legal bodies.
 - a. University investment portfolios will comply with the newly revised RI policy based on human rights, International Law, including United Nations mechanisms and decisions of domestic legal bodies on human rights as listed above in paragraph 2.
 3. The Vice-President Finance & Operations and the Vice-President, People, Equity and Inclusion would be responsible to prepare the draft proposal for revision of the RI policy. The UWSA executives will be directly consulted on the revisions to the policy, and will provide advice to administration on other parties to be consulted. The draft proposal will be submitted to the Board of Governors by December 31, 2024.
 4. The University will implement a consultative procedure to allow University of Windsor community members to raise questions or concerns about the University's investments, including pooled investments, proposals for divestment, and responsible investment policies. The UWSA will provide advice on this procedure and will collaborate with the University to effectively disseminate this information among the student body, ensuring both accessibility and transparency. The procedure will be prepared and published by December 31, 2024.
 5. The University administration will bring forward to the Board investment committee a new investment in a socially responsible and ethical pooled fund for the Endowment Fund. Based on an evaluation of the pooled fund within the Endowment, administration will consider proposing expanding the use of the fund into the Pension and/or Working Capital Fund.
 6. The University administration will bring forward a recommendation to the Board investment committee that the to-be-revised RI Policy will apply to the Pension Funds of the University of Windsor.
 7. The University will ensure that its external investment managers have expertise in ethical and responsible investment consistent with the University's RI Policy and will conduct regular annual reviews of the managers to ensure their expertise. The University will work to understand the screening processes used by each investment manager and will discuss with investment managers the enhancement of their respective screening processes to ensure alignment with the RI Policy.
 8. The University will prepare an annual responsible investing report, disclosing all investments in indirect, direct and pooled funds held in its Pension Fund, Endowment Fund and Working Capital Fund. The report shall be made publicly available. The first report will be published by December 31, 2024.

- a. The annual disclosure will provide a list of public companies within the indirect, direct and pooled funds and the amount of investments in each fund.
 - b. The annual disclosure will explain the application of the RI Policy, including the ESG factors and human rights, to the University's investment decisions.
 - c. The UWSA will provide advice on the report to ensure it is user friendly for students.
9. The University will establish an advisory committee of stakeholders to provide guidance to the Vice President, Finance and Operations on the University's investment disclosures and responsible investing commitments including active ownership. The University will work with the student unions to identify student membership on the advisory committee. The UWSA will have not less than two (2) seats on the advisory committee. Student members on the advisory committee should have expertise, experiences, and/or a proven commitment and deep interest in environmental sustainability, governance, international human rights, conflict zones and/or socially responsible investing.
10. Administration will recommend to the Board investment committee a procedure update such that if the University, determines that some of its investments are inconsistent with its RI Policy, it will direct its investment managers to engage with the portfolio companies to achieve the desired policy outcomes. If the direction is insufficient to achieve that, then the University Administration will propose to the Board investment committee a strategy to achieve the policy goals, up to and including divestment.
11. The University will work to enhance its disclosures around supply chain and compliance by vendors with the University's Procurement Code of Ethics. The University will ensure that its Procurement Code of Ethics is reviewed regularly.
12. For the purposes of the application of its RI Policy, the University will recognize statements made by the United Nations, through its various bodies – including the Secretary General, the Security Council, the General Assembly, the Human Rights Council, the International Court of Justice and human rights commissions of inquiry – on matters of global conflict and human rights violations.

E. Academic and Research Relationships

1. The University is committed to ensuring that its relationships with other academic institutions and its institutional research partnerships are based upon scholarly principles which include the following:
 - Research security
 - Human rights and international law
 - Respect for academic freedom
 - Sound academic ethical practices
 - Transparency in agreements
 - Decolonialization and anti-racism
 - Sustainable development
 - Contributing to the mitigation and/or resolution of global problems
2. The University commits to a comprehensive review process to ensure that all of its academic and research relationships and partnerships comply with these principles. It will actively consult with the University of Windsor community, including students and faculty, in conducting the review process. Present or future institutional relationships or partnerships which do not comply with these principles will be ended or not pursued.
3. The University acknowledges the dire situation faced by Palestinian universities under Israeli occupation. This includes the destruction of the Palestinian universities in Gaza and the unjustified

restrictions and frequent closures faced by Palestinian universities in East Jerusalem and the West Bank. The University commits to establishing or reestablishing institutional relationships with Palestinian universities, which will include research partnerships and scholarly exchanges. The University will encourage professors to actively recruit students and postdoctoral fellows from Palestine, especially Gaza. Within its resources, the University will assist with, and support, the restoration of post-secondary education in Gaza.

4. The University will look for ways to enhance its academic resources about Palestine in all of its dimensions. This will include a recommendation to the Senate that it explore the feasibility of implementing a Palestine Studies minor under the Interdisciplinary and Critical Studies Department. Courses under this program will aim to explore Palestine in all of its dimensions. Additionally, the University will recommend to the Senate the addition of individual courses focused on Palestine to provide students with opportunities to engage with this subject matter comprehensively.
5. The University does not hold any active institutional academic partnerships with Israeli institutions. Because of the challenging environment for academic collaboration the University agrees to not pursue any institutional academic agreements with Israeli universities until the right of Palestinian self-determination has been realized, as determined by the United Nations, unless supported by Senate. This does not prevent individual academics at the University of Windsor from working (or collaborating) with academics in Israel.

F. Institutional Advocacy

1. Within 72 hours of the ratification of this agreement, the University will send a letter to the Government of Canada calling for an immediate and permanent ceasefire. In the letter, it will also urge the Government of Canada to include anti-Palestinian racism within its Anti-Racism Strategy. Further, it will request that the Government of Canada should be generous in the humanitarian aid that it delivers to Palestine in order to enable Gaza to engage in reconstruction for its people, and to assist the Palestinians to realize their right to self-determination. The UWSA acknowledges that the University will also ask for a release of the hostages in its letter. The University will post the letter on its website.
2. The University will play a leadership role within the Council of Ontario Universities and Universities Canada to urge other Ontario and Canadian universities to take the same steps detailed in para. 1 above.
3. The University agrees to meet with its third-party food services provider to advocate for better availability of diverse foods including halal and kosher options, to increase the awareness of brands used by the food services operation and any possible connection of those brands to human rights matters, and to ensure that students participating in boycotts of corporations have sufficient food options on campus.
4. The University will issue a public statement that it opposes and condemns all violations of fundamental human rights, wherever and whenever they may occur. The University affirms its commitment towards principles of decolonization, human rights, social justice, and anti-racism, with special attention to global conflict and humanitarian crises. It opposes all forms of hate and bias. It recognizes the fundamental freedoms of expression and assembly and it supports the right of students to engage in peaceful activism without fear for their personal safety or their academic status. It understands that vulnerable groups are negatively impacted during periods of intense human rights violations, and it seeks to support students to ensure that the University is an inclusive place for all.

Electronically signed: July 10, 2024

AGREEMENT

BETWEEN:

THE UNIVERSITY OF WINDSOR

-and-

THE WINDSOR LIBERATION ZONE TEAM (LZT)

FINAL AGREEMENT: signed in Windsor, Ontario on July 10, 2024 – All Items are agreed to by both parties

Item #4(a)

A. Development of anti-racism policies and protection of academic freedom and freedom of expression and assembly.

1. The University of Windsor is in the process of developing its first-ever anti-racism policy. A central feature of the policy will be a focus on identity-based oppression, including anti-Arab racism, anti-Palestinian racism and Islamophobia. The University will use its best efforts to complete the process by December 31, 2024. The University commits to including Palestinian, Arab and Muslim voices as part of the policy consultation. Regular updates will be provided on the Vice-President, People, Equity and Inclusion's website.
2. The University commits to establishing an anti-oppression website within 30 days of the ratification of this agreement, which will include institutional and third party information and resources on anti-Arab racism, anti-Palestinian racism and Islamophobia, linked for the benefit of students, faculty, staff and community members.
3. The University agrees to establish anti-Palestinian racism training and education, which will be recommended for faculty, staff and students. The training and education will be mandatory for the Executive Leadership Team and the Board of Governors members.
4. The University commits to opening its human rights policy and the freedom of expression policy for community consultation, and to revise the policies as required. The University agrees to continue its commitment to decolonialization and to uphold its human rights policy and freedom of expression policy
5. The University agrees to ongoing and regular review of the policies, procedures, and processes for student non-academic misconduct administered by the Office of Student Rights and Responsibilities.

6. The University agrees to make internal research grants available for application by students and faculty on the topic of Palestine in all of its dimensions.
7. The University will ensure that students will not receive any academic or employment sanctions for their engagement in pro-Palestinian speech, bearing in mind the broad protections provided by the freedom of expression, association, and assembly.
8. The University agrees that students will not receive any academic or employment sanctions for their participation in, or support for, the encampment, bearing in mind the broad protections provided by the freedoms of expression, association, and assembly. The only exception to this commitment would be instances of criminal activity associated with such participation. At the time of the ratification of this agreement, the University is unaware of any criminal activity by anyone associated with participation in, or support for, the encampment, and no action will be taken anytime after 30 days following the ratification of this agreement.
9. Within 48 hours of the ratification of this agreement, all tents, structures, equipment, personal belongings and other components of the encampment will be removed by participants of the encampment from all University premises and shall not be re-established by the signatories of the Liberation Zone until May 1, 2025.
10. The University agrees to remove the *Aspire* Anti-Racism information sheet from its website.
11. The University will arrange for a meeting, within 60 days of the ratification of this agreement, between the Vice President, People, Equity and Inclusion and Palestinian stakeholders – consisting of students, faculty and community members – to discuss collaborative initiatives for Palestinian students at the University. The stakeholders may propose agenda items for this meeting, and they undertake to convey those items to the Vice President no later than 5 days before the meeting.

[This Item is agreed to]

Item #4(b)

B. Opportunities to support Palestinian students and scholars.

1. The University will invest funds as required to extend the *Scholars at Risk* program for an additional year (to end in 2025). Future institutional support for the program beyond 2025 will be reviewed annually by the University based on the availability of funding. The University will make the securing of funding for the continuation of the *Scholars at Risk* program a priority in its future financial planning. The University will make special efforts to recruit Palestinian scholars who have been impacted by the occupation of Palestine and the scholasticide in Gaza.
2. The University will work jointly with the University of Windsor Student Alliance (UWSA) and the Graduate Student Society (GSS) to investigate the feasibility of creating a program at the University of Windsor modelled on the *International Students Overcoming War* (ISOW) initiative at Wilfred Laurier University. Should such a program be launched, a priority area of the initiative would be students from Palestine.
3. The University will invest an additional \$65,000 to its *Global Conflict Bursary Fund* for scholarships in support of students who have been significantly impacted by global conflicts or humanitarian crises, which has jeopardized their ability to continue their studies at the University of Windsor and who have demonstrated financial need. Given the devastating impact of the 2023-24 war on Gaza, a priority for this *Fund* will be students from Palestine.
 - a. The scholarships will be adjudicated according to the University's established process. The University will partner with the UWSA and they will determine whether the UWSA will contribute financially to the Fund (above and beyond the \$65,000 from the University of Windsor). For international undergraduate applicants from Palestine, the University will waive application processing fees and it will expediate the application process for them.
4. The University will endeavour to support students impacted by global conflicts and humanitarian crises, including Palestinian students, who have demonstrated urgent housing needs during the Intersession/Summer term with residence housing.
5. The University will ensure equitable and inclusive access to education for students from Palestine, particularly from Gaza, to study in any faculty and department at the University of Windsor subject to UWindsor admission standards and taking into account the context of what United Nations human rights experts have stated is a scholasticide in Gaza.

[This Item is agreed to]

Item #4(c)

C. Provide counselling services for Palestinian, Muslim and BIPOC students which will address the rise of racism and Islamophobia. Ensure the necessary resources to ensure counselling is delivered by racial-trauma-focused therapists

1. The University reaffirms its commitment to providing racial trauma-informed counselling for its student population. It recognizes that such counselling is often best provided by professional counsellors who themselves come from racialized and marginalized communities. It also recognizes the importance of having a staff of professional counsellors which broadly reflects the demographic composition of the student population of the University, and it will apply this recognition in its future hiring initiatives.
2. The University administration requires all counselling staff to undertake extensive training in racial and trauma-informed counselling and multi-cultural safety. The University will augment this training for all counselling staff to better equip them with the skills required to provide professional counselling services to students experiencing trauma based on global conflicts or humanitarian crises. This will include the Centre's care navigator, who is the first point of contact in supporting students requiring accommodations.
3. The University will arrange for a meeting, within 30 days of the ratification of this agreement, between the student representatives of the encampment and the Executive Director, Student Health, Counselling and Wellness to discuss and review directly what needs are not being met for Palestinian students, and to begin planning to meet those needs effectively. The student representatives may propose agenda items for this meeting, and they undertake to convey those items to the Executive Director no later than 5 days before the meeting.
 - a. Among the agenda items to be discussed at this meeting will be whether a review of the Campus Student Mental Health Strategy should be conducted, with a particular focus on evidence-based methods of mental health support for racialized student minorities, including Palestinian, Arab and Muslim students.
 - b. Another agenda item to be discussed will be the wait times experienced by students for counsellors specialized in racial trauma and abuse.
 - c. Another agenda item to be discussed will be the issue of reparative justice and the possibility of hiring at least one more counsellor as soon as possible.
4. The university will facilitate mental health support groups for students experiencing trauma related to the ongoing occupation of Palestine, not less than quarterly.
5. The University will engage an individual of Palestinian descent as a Palestinian Student Support Advisor (PSSA) who will support the fostering of connections with local communities.

6. The University will review, and amend as required, its policies with respect to academic accommodations in the context of students who have been impacted by global conflicts and humanitarian crises in the world.

[This Item is agreed to]

Items #4(d) and (e)

D. Disclosure of investment reporting practices

E. Divestment in the context of UWindsor investment policies and processes

1. The University's Responsible Investment Policy (RI Policy) is a continuously evolving policy that requires ongoing learning, innovation and adaptation. Its RI Policy is a key component of its fiduciary duty respecting its decision-making regarding its investments. Among the core elements of the University's RI Policy are:
 - The United Nations Principles on Responsible Investment
 - The application of the environmental, social and governance (ESG) factors
 - Respect for human rights, including international human rights law and international humanitarian law, with a particular concern for violations and potential violations of these bodies of law in conflict zones and humanitarian crises
 - A commitment that its investments will contribute towards solutions for global problems, and not to sustain or worsen them.
 - Transparency and disclosure through regular reporting on its RI strategy
 - Regular engagement with its key stakeholders, including, but not limited to, current and prospective students, alumni, faculty, staff, families, donors and members of the broader Windsor community.
 - Active and engaged ownership by the University respecting its investments to ensure that its RI Policy is adhered to and applied by internal decision makers and external investment managers.
2. The University administration agrees to propose to the Board investment committee an expansion of its RI Policy to include a new section on Human Rights and International Law. The section would be modeled after Section *C. Climate Change*. The section would include a commitment to review the weapons manufacturing industry, with particular attention on companies involved in manufacturing arms used in conflict zones where UN human rights mechanisms or resolutions have determined that serious violations of international human rights, humanitarian or criminal law have occurred. The section would provide an opportunity for the University to develop an operational procedure for its RI Policy based on human rights and international law. This operational procedure would be grounded in United Nations resolutions on human rights situations, and the work of the United Nations High Commissioner for Human Rights, the United Nations Special Procedures and United Nations human rights commissions of inquiry as well as decisions of domestic legal bodies.
 - a. University investment portfolios will comply with the newly revised RI policy based on human rights, International Law, including United Nations mechanisms and decisions of domestic legal bodies on human rights as listed above in paragraph 2.
3. The Vice-President Finance & Operations and the Vice-President, People, Equity and Inclusion would be responsible to prepare the draft proposal for revision of the RI policy,

after actively consulting with stakeholders, particularly those with experiences with, or expertise in, serious violations of international human rights. The draft proposal will be submitted to the Board of Governors by December 31, 2024.

4. The University will implement a consultative procedure to allow University of Windsor community members to raise questions or concerns about the University's investments, including pooled investments, proposals for divestment, and responsible investment policies. The procedure will be prepared and published by December 31, 2024.
5. The University administration will bring forward to the Board investment committee a new investment in a socially responsible and ethical pooled fund for the Endowment Fund.
6. The University administration will bring forward a recommendation to the Board investment committee that the to-be-revised RI Policy will apply to the Pension Funds of the University of Windsor.
7. The University will ensure that its external investment managers have expertise in ethical and responsible investment consistent with the University's RI Policy and will conduct regular annual reviews of the managers to ensure their expertise.
8. The University will prepare an annual responsible investing report, disclosing all investments in indirect, direct and pooled funds held in its Pension Fund, Endowment Fund and Working Capital Fund. The report shall be made publicly available. The first report will be published by December 31, 2024.
 - a. The annual disclosure will provide a list of public companies within the indirect, direct and pooled funds and the amount of investments in each fund.
 - b. The annual disclosure will explain the application of the RI Policy, including the ESG factors and human rights, to the University's investment decisions.
9. The University will establish an advisory committee of stakeholders to provide guidance to the Vice President, Finance and Operations on the University's investment disclosures and responsible investing commitments including active ownership. The University will work with the student groups and student unions to identify student membership on the advisory committee. Student members on the advisory committee should have expertise, experiences, and/or a proven commitment and deep interest in environmental sustainability, governance, international human rights, conflict zones and/or socially responsible investing.
10. Administration will recommend to the Board investment committee a procedure update such that if the University, determines that some of its investments are inconsistent with its RI Policy, it will direct its investment managers to engage with the portfolio companies to achieve the desired policy outcomes. If the direction is insufficient to achieve that, then the University Administration will propose to the Board investment committee a strategy to achieve the policy goals, up to and including divestment.

11. The University will work to enhance its disclosures around supply chain and compliance by vendors with the University's Procurement Code of Ethics. The University will ensure that its Procurement Code of Ethics is reviewed regularly
12. For the purposes of the application of its RI Policy, the University recognizes that the United Nations, through its various bodies – including the Secretary General, the Security Council, the General Assembly, the Human Rights Council, the International Court of Justice and human rights commissions of inquiry – has found Israel, the occupying power, to be in serious violation of international law and human rights in the conduct of its occupation of Palestinian territory. It also recognizes that the UN Office of the High Commissioner for Human Rights has established an active database of companies whom it has identified are engaged with the illegal Israeli settlement enterprise in the occupied Palestinian territory.

[This Item is agreed to]

Item #4(f)

F. Academic and Research Relationships

1. The University is committed to ensuring that its relationships with other academic institutions and its institutional research partnerships are based upon scholarly principles which include the following:
 - Research security
 - Human rights and international law
 - Respect for academic freedom
 - Sound academic ethical practices
 - Transparency in agreements
 - Decolonialization and anti-racism
 - Sustainable development
 - Contributing to the mitigation and/or resolution of global problems
2. The University commits to a comprehensive review process to ensure that all of its academic and research relationships and partnerships comply with these principles. It will actively consult with the University of Windsor community, including students and faculty, in conducting the review process. Present or future institutional relationships or partnerships which do not comply with these principles will be ended or not pursued.
3. The University acknowledges the dire situation faced by Palestinian universities under Israeli occupation. This includes the destruction of the Palestinian universities in Gaza and the unjustified restrictions and frequent closures faced by Palestinian universities in East Jerusalem and the West Bank. The University commits to establishing or reestablishing institutional relationships with Palestinian universities, which will include research partnerships and scholarly exchanges. Within its resources, the University will assist with, and support, the restoration of post-secondary education in Gaza.
4. The University will recommend to the Senate that it explore the feasibility of implementing a Palestine Studies minor under the Interdisciplinary and Critical Studies Department. Courses under this program will aim to explore Palestine in all of its dimensions.
5. The University does not hold any active institutional academic partnerships with Israeli institutions. Because of the challenging environment for academic collaboration the University agrees to not pursue any institutional academic agreements with Israeli universities until the right of Palestinian self-determination has been realized, as determined by the United Nations, unless supported by Senate. This does not prevent individual academics at the University of Windsor from working (or collaborating) with academics in Israel.

[This Item is agreed to]

Item # 4(g)

G. Declaration from the University

1. Within 72 hours of the ratification of this agreement, the University will send a letter to the Government of Canada calling for an immediate and permanent ceasefire. In the letter, it will also urge the Government of Canada to include anti-Palestinian racism within its Anti-Racism Strategy. Further, it will request that the Government of Canada should be generous in the humanitarian aid that it delivers to Palestine in order to enable Gaza to engage in reconstruction for its people, and to assist the Palestinians to realize their right to self-determination. The University will post the letter on its website.
2. The University will play a leadership role within the Council of Ontario Universities and Universities Canada to urge other Ontario and Canadian universities to take the same steps detailed in para. 1 above.
3. The University will issue a public statement that it opposes and condemns all violations of fundamental human rights, wherever and whenever they may occur. The University affirms its commitment towards principles of decolonization, human rights, social justice, and anti-racism in the context of the occupation of Palestine and the ongoing destruction in Gaza by Israel. It opposed all forms of hate and bias. It recognizes the fundamental freedoms of expression and assembly and it supports the right of students to engage in peaceful activism without fear for their personal safety or their academic status. It understands that vulnerable groups are negatively impacted during periods of intense human rights violations, and it seeks to support students to ensure that the University is an inclusive place for all.

[This Item is agreed to]

Electronically signed: July 10, 2024