BOARD OF GOVERNORS

Meeting
Friday, February 6, 2026

OPEN SESSION: 1:00 p.m. – 3:00 p.m.

AGENDA

1. **Welcome and Adoption of Agenda** — M. Lavallée, Acting Chair
   Declaration of Conflicts of Interest (if any)

   "The Board respectfully acknowledges that we are on the treaty and traditional territory of the Mississauga Anishinaabeg. We offer our gratitude to First Peoples for their care for, and teachings about, our earth and our relations. May we honour those teachings."

2. **Consent Agenda** — Chair

   Draft motion:
   That the Consent Agenda be approved [as presented or as amended]

   - **2.1. Approval of Minutes**
     Open Session, December 5, 2025 (for approval) (pg. 3)
   - **2.2. Financial Update**
     Report (for information) (pg. 8)
   - **2.3. Capital Projects Update**
     Report (for information) (pg. 15)
   - **2.4. Senate Mid-Year Report**
     Report (for information) (pg. 22)

3. **Chair's Remarks** — Chair

4. **President's Report** — C. Bruce

5. **Trent's Heritage** — VP Burns/ M. Eamon
   Education Session (for information)

6. **Ggwepnandizamin Stewardship Plan of Trent Lands and Nature Areas Plan** — T. Gervais/ VP Davis
   Report (for approval) (pg. 24)

   Draft Motion:

That the Board of Governors approve the Ggwepnandizamin Stewardship Plan of Trent Lands and Nature Areas Plan as presented.

7. **Philanthropic Policy Revisions** J. McKenna/VP Davis
   Report and Policy Revisions (for approval) (pg. 134)

   Draft Motion:
   That the Board of Governors approve the revisions to the Gift Acceptance Policy and the Philanthropic Naming Policy as presented.

8. **2025 Annual Report & Institutional Attestation** J. McKenna/VP Williams

   8.1. Student Mental Health
   Report (for information) (pg. 152)

   8.2. Anti-Hate/Racism
   Reports (for information) (pg. 161)

   Draft Motion:
   That the Board of Governors receive these reports for information.

9. **Annual Review of Credit Rating – Including Debt Capacity** D. de Launay **/** VP Al-idrissi
   Report (for information) (pg. 177)

   Draft Motion:
   That the Board of Governors approve a one time out of policy payment adjustment increasing the annual contribution to the sinking fund in February 2026 from $500,000 to $715,000.

10. **2026/2027 Operating Budget Update** D. de Launay / VP Al-idrissi
    Report (for information) (pg. 190)

    Draft Motion:
    That the Board of Governors receive this report for information.

11. **Meeting Adjournment** Chair

Board of Governors

Minutes of the Meeting – Open Session

Peterborough ON, December 5, 2025

Present – In Person: D. Kirk (Chair), C. Bruce, D. de Launay, T. Gervais, E. Hanna, V. Lovekin, L. Mitchell, P. Norman, J. Raine, A. Ramsay, K. Scaldwell, H. Uluorta, (Vice-President, Finance & Administration) T. Al-idrissi, (Vice-President, Communications & Enrolment) M. Burns, (Vice-President, External Relations & Development) J. Davis, (Interim Vice-President, Trent Durham) S. Henderson, (Vice-President, Human Resources) S. Williams, (Associate Vice-President, Finance) C. Turk, (University Secretary) B. Blackburn, (Governance & Access/Privacy Officer) R. Hall, T. Edwards (Recording Secretary).

Present – Virtual: G. Beggs, M. Lavallée, J. McKenna

Regrets: Y. Craig, P. Lovett-Reid, J. McGarrity, U. Mrabure, A. Vreugdenhil

[The Secretary confirms that quorum was present for this meeting.]

1. **Welcome and Adoption of Agenda.** The Chair called the Open Session of the meeting to order at 1:01 p.m. With no conflicts of interest declared, it was moved/seconded (Scaldwell/Gervais),

   That the Board approve the agenda as presented. Carried

2. **Consent Agenda.** It was moved/seconded (Hanna/Ramsay),

   That the consent agenda be approved as presented. Carried

   2.1 Approval of Minutes. The Open Session minutes of October 10, 2025, were approved as presented.
   2.2 Financial Update. Received for information.
   2.3 Capital Project Update. Received for information.
   2.4 Investment Performance Windup Surplus and VER Funds – Q3. Received for information.
   2.5 Investment Performance Endowment/Sinking Fund – Q3. Received for information.
   2.6 Sustainability & Energy Plan: Annual Update. Received for information.
   2.7 Policy on Substantiation of Indigenous Identity for TUFA Faculty. Received for information.

3. **Chair's Remarks.** The Chair introduced this year's Board of Governors Leadership Scholarship recipient, Lily Walker.

3.1 Presentation from Recipient. Lily, currently enrolled in the Conservation Biology program at the Symons campus, shared their journey to Trent University and the impact the Scholarship has had on their academic pursuits.

The Chair commented on the importance of the Board scholarship and reported to date $28,029 had been raised – 80% of this year's goal. Governors were encouraged to help achieve 100% participation.

The Chair recognized former governor and vice-chair Kristi Honey on being named as one of Canada's Most Powerful Women by the Women's Executive Network.

4. President's Report. The President reported on various events and activities since the last meeting, including:

- November 1st and 7th – Open house events took place at both campuses.
- November 4th – Queen's Park Day.
- November 7th to 9th – The 49th Annual Elders & Traditional Peoples Gathering
- November 26th – Community meeting with Peterborough City councillors and regional leaders.
- Various Alumni Events – Including the 2025 Trent University Alumni Awards at the Symons campus.
- Vision & Mission Feedback Tour – Finalized materials will be brought forward to Senate and the Board in the new year.

Government Relations. The President provided an overview of Canada's 2025 federal budget announcement that impacts Trent. This included a 50% reduction in Canadian study permits beginning in 2026, removing the requirement that graduate students obtain provincial attestation letters (PALs), core Tri-Council funding levels are maintained, new federal investments in international talent, and housing investments. The President noted that Sandra McCardell, Associate Deputy Minister of Foreign Affairs, has been appointed Trent's new University Champion.

5. 2024/2025 Audited Staff Pension Financial Statements. Governor McKenna presented the 2024-25 Annual Pension Financial Statements of the OPSEU/Exempt plan for approval. It was noted that the auditors found the financial statements presented fairly in all material respects. The auditors did not identify any disclosure differences or any adjustments requiring correction in the financial statements. The Plan converted to the University Pension Plan (UPP) on January 1, 2025, with all assets and liabilities, other than the windup surplus, transferred to the UPP. Total transfers amounted to $198.5M and the pension obligation ceased upon conversion. As of June 30, 2025, the Plan held net assets available for distribution of $13.1M, representing the remaining windup surplus to be distributed in accordance with legislative requirements. This distribution is expected by Fall 2026. Prior to conversion to the UPP, the contributions, benefit payments, and

administrative expenses were consistent with expectations, and investment performance remained strong.

It was moved/seconded (McKenna/Scaldwell),

That the Board of Governors approve the Financial Statements of the Contributory Pension Plan for Employees Represented by OPSEU Local 365 and Exempt Administrative Staff of Trent University (Registration Number 0310409) dated June 30, 2025. Carried

6. **SR IV.5 – Member Responsibilities and Board Collegiality, and SR III.6 – Role of the Board and Responsibilities of Board Members.** Governor Lovekin, as Chair of the Nominating and Governance Committee, presented the proposed changes to Special Resolutions IV.5 & III.6. The revisions consolidated the content of SR IV.5 into SR III.6 to eliminate duplication, while retaining unique elements such as confidentiality provisions and the annual self-assessment requirement. Additional updates included the removal of the End of Term Peer Evaluation section, as this was captured in SR III.I, the inclusion of the Board Commitment Form, and other minor housekeeping edits. As part of the recommendations, it is proposed that SR IV.5 be rescinded, its content now incorporated into the revised SR III.6. A minor revision was adopted for the language in section “L” under “Expectations for Conduct” be updated, changing “staff” to “employee” and add “students”.

   It was moved/seconded (Lovekin/Hanna),

   That the Board of Governors approve revisions to Special Resolution III.6 – Role of the Board and Responsibilities of Board Members, to be renamed Special Resolution III.6 – Role of the Board, Member Responsibilities and Board Collegiality, and that Special Resolution IV.5 – Member Responsibilities and Board Collegiality be rescinded, its content having been consolidated into the revised Special Resolution III.6, as amended. Carried

7. **SR IV.3 – Conflict of Interest of Duty.** Following on feedback received at the October 10, 2025, Board meeting, Governor Lovekin presented revisions to SR IV.3. These included revisions to sections 3.2.5 and 3.2.6, and the addition of section 4.3. These changes provide flexibility for the types of public office sought, giving the Board Chair discretion for determining the degree of conflicts and any required actions. Additional changes provided further clarification of the examples in Appendix B.

   It was moved/seconded (Lovekin/Norman),

   That the Board of Governors approve revisions to Special Resolution IV.3 – Conflict of Interest or Duty as presented. Carried

8. **Declarations of Trust Report.** VP Davis presented the Declarations of Trust report brought forward from the November 20, 2025, Trust Committee meeting. Following review of the disbursements from the 18 funds held under the Declaration of Trust, it was attested that all spending was for the purposes outlined for each endowment.

   It was moved/seconded (Scaldwell/Gervais),

   That the Board of Governors approves the Trust Committee's annual report attesting that the purposes established in the trusts have been respected in the disbursements. Carried

9. **Pathway to Carbon Zero.** Governor de Launay, as Chair of the Finance & Property Committee, presented the Decarbonization Study Report, which outlines a long-term, integrated pathway to achieve a zero-carbon campus. Developed in partnership with Blackstone Energy Services, the study proposes aligning carbon reduction initiatives with required infrastructure renewal. It highlights opportunities to replace aging systems, improve energy performance, and reduce greenhouse gas emissions which could strengthen Trent's eligibility for federal funding. Administration will develop a detailed Implementation Plan based on needs, financing models, and stakeholder engagement, to be presented for approval next year.

   It was moved/seconded (Raine/de Launay),

   That the Board of Governors receive the Decarbonization Study Report for information and authorize administration to develop a detailed Implementation Plan, aligned with Ontario Regulation 25/23 for future consideration and approval. Carried

10. **2026/2027 Operating Budget – Fiscal Environment, Budget Processes and Timelines.** Governor de Launay introduced the 2026/2027 Operating Budget report. Administration was recommending a conservative budget due to the continued challenges in the fiscal environment. There continues to be fixed operating grants, unfunded domestic enrolment, and frozen domestic tuition fees. Additionally, inflation, utilities, insurance costs, salaries, and benefit rates continue to increase. Following a review of University expenditures and consultation, budget owners were asked to submit budget scenarios with reductions of 8%, 10%, and 12%, which will be presented to the President and Vice-President's in February 2026. Budget reductions will be strategic across units to maintain performance standards, protect the student experience, and uphold academic integrity.

    It was suggested that budget planning consider future opportunities related to the projected graduate enrolment increases. There was an inquiry as to the financial implications and long-term return on investment and revenue of capital projects. Information related to capital projects would be coming to the Board at a later date.

    It was moved/seconded (de Launay/Lovekin),

That the Board of Governors receive this report for information. Carried

11. **Meeting Adjournment.** The open session of the meeting was adjourned at 2:29 p.m.

Brenda Blackburn
University Secretary

Doug Kirk
Chair

TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**
Action Requested: ☐ Decision; ☐ Discussion/Direction; ☒ Information

To: Board of Governors
Date: February 6, 2026
Presented by: David de Launay, Chair, Finance and Property Committee
Tariq Al-idrissi, VP Finance and Administration

Subject: **Financial Update to November 30, 2025**

Motion for Consideration (if applicable):

That the Board of Governors receive updated information on Trent's financial operating performance.

Executive Summary:

The 2025/2026 Operating Plan estimated total enrolment would decrease by 6.5%, from 13,206 full-time equivalents (FTEs) in 2024/2025 to a total of 12,342 FTEs. The budgeted decrease was primarily due to the restrictions on international enrolment. Given the uncertainties regarding the continued impact of the Federal government's cap on international student study permits, the operating budget also included a provision of $3 million for possible lost international net tuition revenue.

The Board-approved budget for 2025/2026 projected an operating deficit of $1.653 million to be funded by the use of one-time operating pressures contingency reserves.

Based on the most current projections using summer and fall (November 1st count) actuals and conservative estimates for winter, enrolment is tracking to be 12,285 FTEs or 0.5% less than planned. While domestic enrolment is projected to be more than planned by 332 FTEs, international enrolment is projected to be less than planned by 389 FTEs. This shortfall is expected to result in a $7.8 million loss of net tuition revenue in 2025/2026, which is $4.8 million more than the provision in the operating budget.

Senior administration has identified strategies to partially mitigate this expected shortfall in the year, including the use of excess provision for special pension payments and budgeted operating contingency provision.

Trent is now projecting an operating deficit of $3.1 million for the year, which will be funded by prior year appropriations set aside for operating pressures.

An overview of Trent's current financial position as of November 30, 2025 and projection to year-end are attached. These projections are subject to change once the February 1 final enrolment count is completed and year-end adjustments are finalized.

Analysis/Alternatives Considered:

This Financial Update is intended to provide an overview of the current financial results of operations to the most recently completed month-end and revised projections to year end compared to the Board-approved budget. It is typical for the actual results to date to indicate a positive variance throughout the year as departmental carry forwards of unspent budgets and university strategic appropriations of any surplus funds are determined closer to year end once the financial position after year-end adjustments is better known. The projection to year end will be updated after the February 1st enrolment count is finalized or when material changes to the budget assumptions arise, such as new enrolment projections, modifications to employee compensation once negotiations of collective agreements are completed (OPSEU contract is in negotiation), activity or required expenditures in response to changes in legislation or Ministry policies, changes to other funding, or unforeseen events.

Year-to-Date Performance

Cash on Hand: Cash on hand at November 30, 2025 was $55.5 million compared to $69.1 million in cash on the same date in 2024. The cash balance at November 30, 2025 is comprised of approximately $30.6 million in restricted funds (externally funded trust, research and fundraising) and $24.9 million in unrestricted cash. This unrestricted balance represents approximately 1.4 times the normal total monthly cash requirements for the University.

Based on estimates for normal operations and assuming short-term investments are not reinvested on maturity, projected cash balances at the end of each month for the remainder of the 2025/26 fiscal year are as follows:

December 31, 2025	$56,181,000
January 31, 2026	$97,178,000
February 29, 2026	$111,084,000
March 31, 2026	$97,297,000
April 30, 2026	$101,955,000

Operating Line of Credit: The University has available an operating line of credit of $6 million, which increases to $12 million twice a year to offset periods of lower cash inflows. The interest rate on the operating line of credit, when drawn, is the bank's prime lending rate and amounts are repayable on demand. The University is not currently using this line of credit.

Short Term Investments: In addition to the cash on hand noted above, the University has $90.0 million (2025 - $80.0 million) invested in multiple short-term GICs to maximize investment income on excess cash. These short-term investments are invested in $5 million increments earning between 3.55% to 3.76% with maturity in January, February,

April, June and September 2026 and March and September 2027 to ensure liquidity should some or all of this excess cash be required for operations.

Operating Results: The year-to-date budget is estimated by prorating the annual budget based on last year's actual performance to date adjusted for typical trends, known timing and other seasonal factors.

The year-to-date actual financial performance indicates a favourable variance at November 30, 2025 due to the recognition of appropriations and carry forwards approved at April 30, 2025 available for use in fiscal 2025/2026.

Actual results are subject to change once enrolment numbers are finalized and year-end adjustments and approved appropriations are determined. As per past practice, all departments may request to carry forward any unspent budgets for future strategic initiatives. These requests are considered closer to the fiscal year-end when the overall financial position of the University is better known.

Year-end Projection

Government Grants: The 2025/2026 Board-approved budget included new annual STEM funding of $12.7 million bringing total funding under the 2025-2030 Strategic Mandate Agreement (SMA4) to $62.8 million, of which nearly $4.0 million is at risk subject to meeting performance and accountability requirements. Trent is also receiving one-time Post-secondary Education Sustainability Funding of $4.2 million in 2025/2026.

Enrolment Projections and Net Tuition Revenue: The 2025/2026 Operating Plan estimated total enrolment would decrease from 13,206 FTEs the previous year to a total of 12,342 FTEs, a 6.5% overall decrease. The budget included a provision of $3 million for possible lost international net tuition revenue due to the continued impact of the Federal government's cap on international student study permits.

Based on the most current projections using summer and fall (November 1st count) actuals and conservative estimates for winter, enrolment is tracking to be 12,285 FTEs or 0.5% less than planned. While domestic enrolment is projected to be more than planned by 332 FTEs, international enrolment is projected to be less than planned by 389 FTEs. The loss of revenue from international tuition is disproportionately more than the increase of domestic tuition income due to the tuition fee structure. This results in an overall estimated loss of $7.8 million in net tuition revenue in 2025/2026, a differential of $4.8 million more than the provision in the operating budget.

Full details regarding the enrolment projections are outlined in a separate report on Enrolment presented at the November 25, 2025 Finance and Property Committee Meeting.

Operating Expenses: The majority of the University's operating expenses are incurred during the Fall 2024 and Winter 2025 academic terms. As of this reporting date, senior administration is not aware of any material changes to planned operating expenses that would warrant an adjustment to the budget other than those noted below (which have been included in this financial update):

(a) The expected loss of net tuition revenue identified above.
(b) The agreement reached with TUFA is $583K more than the operating budget assumptions for 2025/2026.

Financial Implications:

With the revised enrolment projections and financial implications noted above, the University is now projecting an operating deficit of $3,066,000 for the fiscal year. The deficit will be funded by prior year appropriations set aside for operating pressures.

The key driver for the University's revenue is student enrolment. Senior Administration closely monitors enrolment and adjusts projections at two key points during the year: once following the November 1st count and again following the February 1st count, at which time enrolment is finalized. Projections in this report are based on summer and November 1st counts plus a conservative estimate for winter enrolment.

Not only does enrolment drive tuition revenue, but other key expenditures are variable based on enrolment, including scholarships and financial aid, international agency fees, and international student recovery. The University's financial position will be significantly impacted by changes in enrolment projections. To put the impact into perspective, every change of 1% in each enrolment category will have the following effect on net tuition revenue:

	+/- 1% FTEs	+/- 1% Net Revenue
Undergraduate domestic enrolment	~98 FTEs	$546,000
Undergraduate international enrolment	~ 11 FTEs	$318,000
Undergraduate international PGC enrolment	~ 3 FTEs	$59,000
Graduate domestic enrolment	~ 5 FTEs	$21,000
Graduate international enrolment	~ 7 FTEs	$180,000

Enterprise Risk Assessment:

The financial health of the University is paramount to the University's overall success and ability to fulfill its academic mandate and meet student expectations. Monitoring in-year financial performance against the approved budget is critical to ensuring well-informed decision making regarding the allocation and use of limited resources and mitigating strategies if financial loss is anticipated.

Next Steps:

The next financial update will be provided at the next Finance and Property Committee meeting on March 12, 2026.

Alignment with Mission, Vision, Values, Strategic Plan:

To fulfill their responsibilities, Governors should be informed of the University's financial situation. Regular financial updates will maintain Governors' awareness of the University's current financial status and allow for input and oversight where needed. Such updates also allow for in-year decisions for strategic investments if possible, or mitigation strategies as necessary in alignment with Trent's mission to "foster sustainability, in its environmental, social and economic dimensions, on our campuses and in all aspects of

our work" and Trent's Strategic Plan to "ensure that it is financially healthy and sustainable".

Consultation:
Not applicable

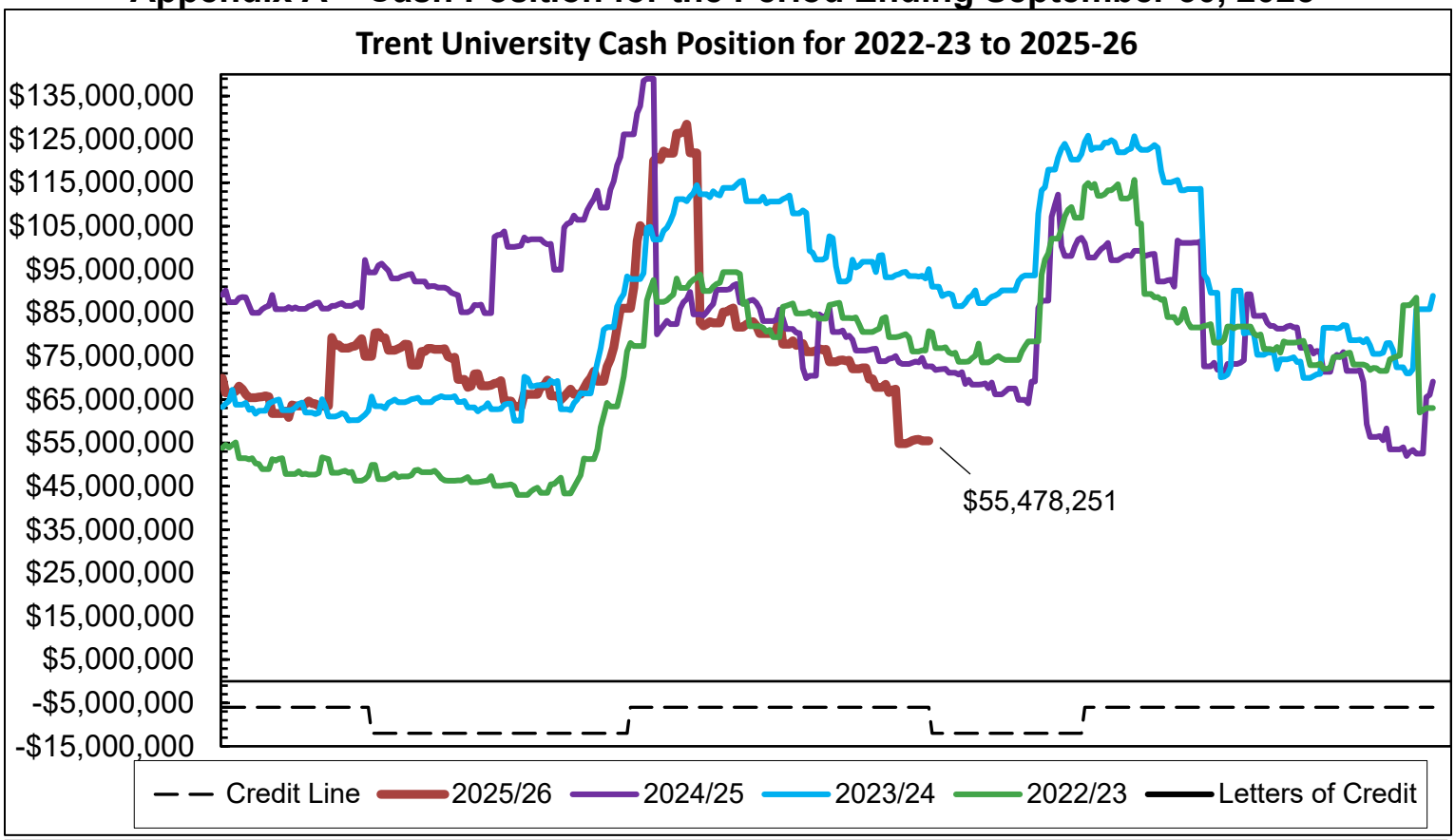
Compliance with Policy/Legislation:
Complying with a Board of Governors directive, the full Board will receive regular financial updates, through the Finance and Property Committee.

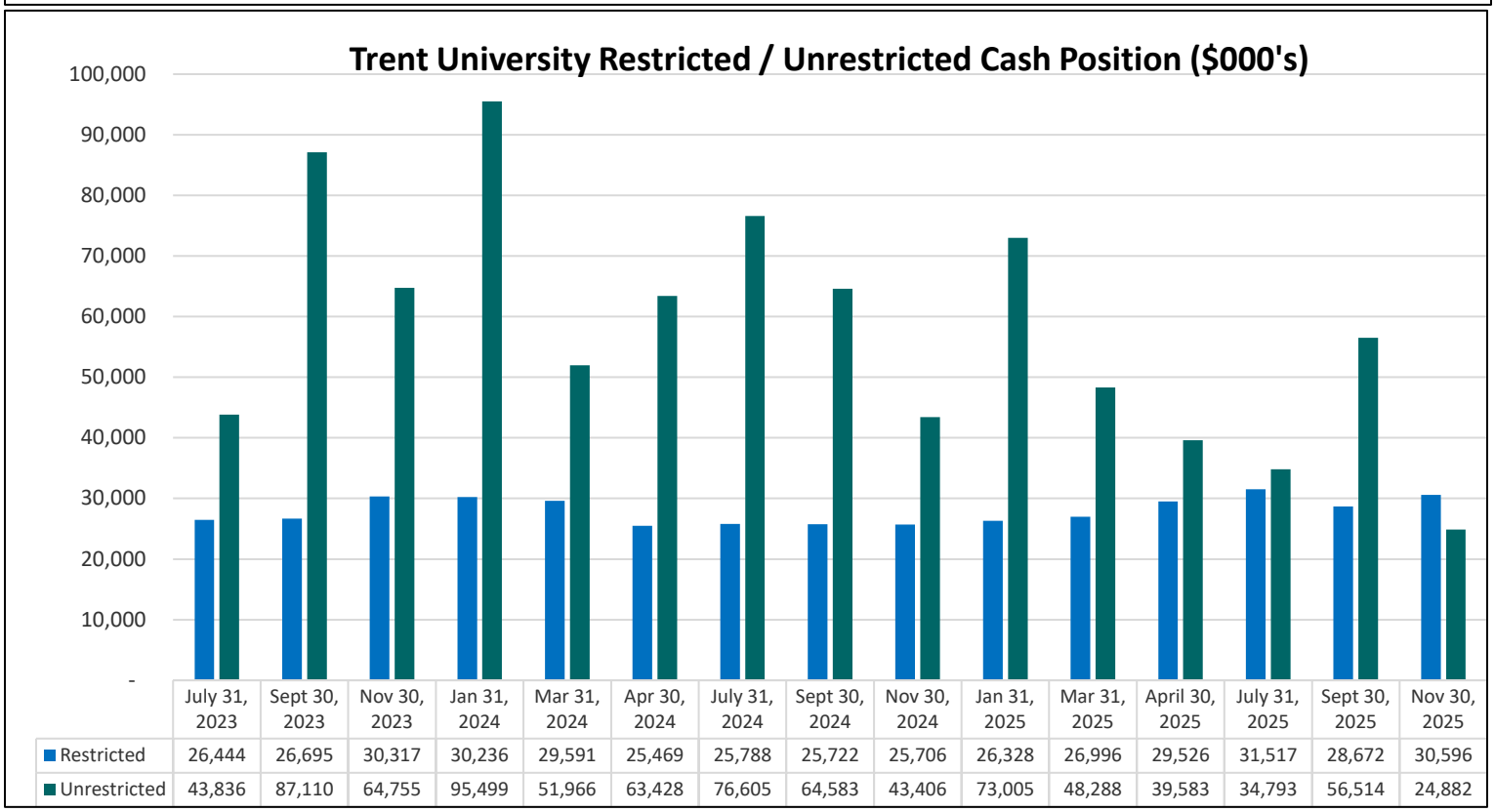
Committee/Board Mandate:
The Board of Governors is responsible for ensuring the financial health of the University and the proper management of its buildings, lands and capital projects. The Finance & Property Committee assists the Board in carrying out these responsibilities by monitoring the institution's financial, property and capital affairs and making related policy recommendations.

In its finance role, the Committee monitors budget projections and debt levels and recommends operating, ancillary and capital budgets for the approval of the Board of Governors. It recommends levels of student fees, spending authority, loans and lines of credit for Board approval. The Committee makes recommendations to the Board for the approval of any contract or purchase the total value of which exceeds the level of spending established for the President. The Committee may make financial policy recommendations to the Board including but not limited to policies on tuition and ancillary fees, banking, borrowing and purchasing. It may make recommendations to the Board concerning fiscal planning, internal financial controls or other areas affecting the financial health or accountability of the University. The administration may consult with the Committee on the subjects for internal audits and provide follow-up reports.

Supporting Reference Materials (attached):
Appendix A: Cash Position for the period ending November 30, 2025
Appendix B: 2025/2026 Operating Budget Projection as at November 30, 2025

Appendix A – Cash Position for the Period Ending September 30, 2025





	July 31, 2023	Sept 30, 2023	Nov 30, 2023	Jan 31, 2024	Mar 31, 2024	Apr 30, 2024	July 31, 2024	Sept 30, 2024	Nov 30, 2024	Jan 31, 2025	Mar 31, 2025	April 30, 2025	July 31, 2025	Sept 30, 2025	Nov 30, 2025
Restricted	26,444	26,695	30,317	30,236	29,591	25,469	25,788	25,722	25,706	26,328	26,996	29,526	31,517	28,672	30,596
Unrestricted	43,836	87,110	64,755	95,499	51,966	63,428	76,605	64,583	43,406	73,005	48,288	39,583	34,793	56,514	24,882

Appendix B:

Trent University
2025-2026 Operating Budget Projection
($000s)
As of November 30, 2025

	YTD ACTUAL	BOARD-APPROVED ANNUAL BUDGET	ANNUAL PROJECTION	ANTICIPATED ANNUAL VARIANCES
REVENUE				
Government grants	42,636	72,522	72,813	291
Tuition	68,546	132,013	122,987	(9,026)
Less Provision for lost tuition revenue	-	(3,000)	-	3,000
Miscellaneous revenue	8,002	10,245	10,245	-
TOTAL REVENUE	**119,184**	**211,780**	**206,045**	**(5,735)**
EXPENSES				
Instructional staff	46,256	90,692	89,875	817
Non-instructional staff	35,586	72,439	71,368	1,071
Student financial aid	7,328	14,940	14,843	97
Non-staff expense	23,694	44,435	42,096	2,339
Total expense	112,864	222,506	218,182	4,324
Cost recoveries	(2,601)	(9,071)	(9,071)	-
TOTAL NET EXPENSE	**110,263**	**213,435**	**209,111**	**4,324**
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSE	**8,921**	**(1,655)**	**(3,066)**	**(1,411)**
Change in Appropriations & Endowment Transfers	7,457	-	-	-
Use of Appropriations to Fund the Operating Deficit	-	1,655	3,066	1,411
ANNUAL SURPLUS (DEFICIT) from University Operations	**16,378**	**-**	**-**	**-**

TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**

Action Requested: ☐ Decision; ☐ Discussion/Direction; ☒ Information
To: Board of Governors
Date: February 6, 2026
Presented by: David de Launay, Chair, Finance and Property Committee
Tariq Al-idrissi, Vice-President, Finance & Administration

Subject: Capital Projects Update

Motion for Consideration (if applicable):

That the Board of Governors receive the Capital Projects Update for information.

Executive Summary:

With the 2025 construction season behind us, the institution completed several capital renewal and new construction projects. Although some projects are concluding, multi-year initiatives such as the Faryon Bridge and the development of new residence and academic spaces will continue in the upcoming two years. Aside from these major efforts, the focus in 2026 will be on capital renewal and maintaining the existing condition of our campus.

As construction costs continue to rise each year, staff must plan accordingly for the near future. Facing challenging financial environments ahead, the institution will also carefully develop financial strategies to renew infrastructure. Philanthropic efforts and external funding sources will play a vital role in meeting infrastructure needs in the coming years.

Discussion:

Facilities Renewal Program (FRP) – 2025/2026

The FRP funding is dependent on the provincial fiscal year-end, so all projects must be completed by March 31, 2026. The FRP allocation to Trent is $3.85 million for this construction season.

The funding is intended to supplement an institution's own capital renewal program related to facilities and supporting infrastructure. However, there are limitations on which projects are eligible. This program offers funds to repair, renovate, and modernize existing facilities owned by colleges and universities for academic purposes such as

teaching and research. This restriction creates a significant number of capital renewal needs on each campus that are not eligible for improvements through FRP funds and will require capital expenditures from other university sources.

Trent must finish the following work by March 31, 2026, to qualify for funding, and all funds will be accordingly spent by this deadline.

Table 1 –Facilities Renewal Program Project List – 2025/2026

FRP 2025/2026 PROJECTS	Estimate	Status
Building Envelope - Windows / Curtain Wall	$2,666,600	
Flooring		Complete
Classroom Reno		Complete
Asset Condition Update		Service Contract Award
OCA Roof		Complete
Mechanical & Electrical Improvements	$414,000	
Duct Sealing		Construction
Electrical Distribution		Construction
Boiler Replacements		Complete
Energy Metering		Tender
Site Services (Sanitary, Storm, etc.)	$70,000	
Heavy Debris Removal in Pipes		Quotation
AODA Improvements	$726,400	
Door Operators		Complete
Elevator Upgrades		Award/Supply Delays
Lift (Wilder House)		Design
Signage		Construction
Bata Vestibule		Complete
Walkway and Handrails		Construction
Total Estimated Expenses	$3,877,000	
FRP Grant	$3,850,000	
Institution Contribution - FM Operating	$27,000	

Projects In Support of Gidigaa Migizi and the New Otonabee College Residence Building(s) Construction

To construct each college building, the development team has focused on carefully preparing the surrounding areas for the proposed structures. The initial steps involve relocating Eastbank Dr, installing new underground utilities, coordinating campus deliveries through shipping and receiving, and managing deliveries of science materials and food services. Consideration is also given to creating accessible, pedestrian-

friendly spaces for the community while minimizing disruptions to Otonabee Academics and Sciences' operations during construction.

The realignment of Eastbank Drive is now completed, with the base asphalt laid. The goal of reopening Eastbank Drive before the end of the fall academic term was delayed by Enbridge. A design error in Enbridge's infrastructure installation in the summer of 2025 surfaced while the developer's contractor was preparing to place surface asphalt. A small portion of East Bank Dr at Nassau Mills Rd remains unpaved.

The reconfiguration of the service road adjacent to Otonabee Academics and Science Complex is a crucial component of the project's external services. The Trent community has demonstrated patience during construction in this area, as some disruptions, despite mitigation efforts, have affected operations and teaching. The challenges with the general contractor are slowly being resolved. The underground service installation along the road fronting the Science Complex and Otonabee Academics will continue through the winter and spring months. Temporary paving has been completed to facilitate the shipping of goods.

Otonabee Academic Roof Repairs

Staff have completed the renewal of the OC academic roof. Later stages of the project uncovered a previously unidentified design flaw in the existing fireproofing. This issue originates from a ’97 renovation, which caused fireproofing on the underside of the roof structure to delaminate over time. The activity and increased intensity of the roof renewal worsened the delamination, drawing administration's attention to the design flaw. The situation has now been made safe; however, a significant investment is urgently needed to bring the building back into compliance with code. Staff will begin working on the design over the coming months, with construction expected to start after spring exams, subject to funding.

Rehabilitation of the Faryon Bridge

Following the Board's recent approval of the Faryon Bridge construction project, staff have engaged the contractor to begin the multi-year, multi-million-dollar project. Contingent on favourable weather conditions, the contractor plans to mobilize in February or March 2026. A planned upcoming meeting will develop strategies to ensure construction sequences are mindful of campus operations.

The Faryon Bridge project aims to extend the bridge’s operational lifespan while fulfilling a previous committee directive to maintain the bridge's appearance following major rehabilitation work. The bridge plays a crucial role in connecting the campus, supplying electrical power, and providing communication services.

Rehabilitation of the Great Hall and Associated Area Renewal

Heather & Little's expertise has been acquired through general contracting services. They are a leading firm in North America for preserving the quality of historic architecture and heritage structures. Their focus on heritage restoration involves working with historic designs to replicate or renovate roofs, walls, doors, and windows in various styles.

The reconstruction costs for the Great Hall roof will vary widely depending on the chosen materials and the condition of the structure. To assist with decision-making, staff have requested an initial estimate from Heather & Little for various roof types. It's important to note that this estimate is not a final or investment-grade figure, and these costs can change significantly during the detailed design and tender process. The estimate provided does not include other installation costs that are common to all material types, such as soffits, substructure repairs, etc. Therefore, the provided value does not represent the total project cost. The project presents challenges due to heritage assets, unique architecture, market pressures, and limited site access. As older assets are replaced, unexpected issues from earlier designs or hidden problems tend to emerge.

Heather & Little have completed estimates for copper, aluminum, and steel. The material and installation costs for these roof types are $1.8M, $1.63M, and $1.58M, respectively. These figures are in 2025 dollars, and inflation, particularly if copper is used, will increase costs over time. Notably, Heather & Little's expertise indicates a lower-than-expected premium for copper compared to aluminum due to its reduced labour requirements. Philanthropic efforts are ongoing to fund the reconstruction of the Great Hall roof. One potential donor has suggested that efforts should focus on using copper as a replacement to attract philanthropic interest.

Student Housing Renovation

The Housing Office and the Project Management Office have developed a revised multi-year capital renovation plan for student housing.

Table 2- Planned Housing Capital

Year	Project	Description
Ongoing	Champlain (W) Windows - **Complete** Future Project Design – **Reshaping Concept**	West quad window replacement project, based on condition and energy losses - $600K Preparation for 26/27 - $50K

	Lady Eaton Piping (Sanitary and Storm) - **Design**	Based on the site inspection and camera testing, the pipes need repair - $450K
	Gzowski Door – **Planning/Budgeting**	Door and hardware replacement of Residence rooms - $175K
	Champlain (N&W) Electrical Panel – **Planning**	Based on infrared scanning test results, electrical replacement work is prioritized - $300K
	Champlain (N) Windows	Phase 2 of the window replacement project - $1.0M
2027/28	Champlain (N) Windows Continued	Phase 3 of the window replacement project - $1M.
	LEC Electrical	North and South Circuit Tracing - $323K
	Gzowski Door Continued	Door and hardware replacement of Residence rooms - $175K
2028/29	Lady Eaton (S) Electrical Panels Replacement	Based on infrared scanning test results, electrical replacement work is prioritized - $200K
	Future Project Design	Preparation for 29/30 - $100K

Roundhouse and Teaching Lodge (Planning)

The RFP to engage a consulting team was issued and closed in December. This will include engagement with internal and external stakeholders. The site evaluation and selection process will also involve archaeology and environmental studies if required. The selected team will design and prepare a Class D cost estimate for both structures, enabling fundraising to support the construction of both spaces.

There was significant interest, with six submissions evaluated by the committee. The final evaluation selected the preferred proponent, Third Line Studio from Sudbury, Ontario, to bring the story to life. Third Line Studio will begin work once the financial commitment (PO) is finalised. Although Third Line Studio expects the project to proceed more quickly than initially anticipated, the team forecasts an 18 to 24-month timeline for site selection and design activities.

Additional Ongoing Projects

The project management office will continue focusing on the following projects throughout the coming months and the upcoming design and construction season.

- DRA (Durham) Classroom renovation – (Design) $350K
- Otonabee College K House – (conceptual review) $150K
- Gzowski College/Enwayaang South Emergency Exit – (design) ~$300K
- Active Transportation Master Plan – (planning)
- Seniors' village infrastructure in cooperation with Long Term Care partner ($900K)
- Durham Sign ($50K)
- Champlain Dining Hall Refresh [Furniture, Paint, Audio] – (Ongoing)
- Various Campus Structural Repairs – (Design) $300K
- Food Services Expansion - (Gzowski College - Oversee food service provider, ongoing)
- Campus Entrance Relocation – (**Environmental Impact Study complete**, tree removal and detailed design pending City cooperation)
- Sciences Greenhouse Replacement – (**Complete**) $220K
- Research Farm Master Plan – (**complete**) - $100K
- Otonabee College 171 Classroom refresh – (**complete**)
- Athletics Squash/First Aid – (renovation **complete**)
- Varsity Physical Therapy Office – (**complete**) $100K

In queue

- DNA 109 Graduate Student Lounge – (design stage) $800K
- Traill College Accessible Bridge – (design and construction 2027 FRP) $300K

Future Capital Projects

Future projects include:

- Grounds Operation Facility Relocation (pending funding)
- Symons Class Renewal – Phase 3-4
- DNA A Block Roof Renewal
- Champlain College Junior Common Room renovation
- Traill College Lounge/Darkroom/Editing Suite
- Gzowski College yellow cladding
- Strategic HVAC and Electrical systems upgrades
- Action items related to the Durham Task Force review

Financial Implications:

- Added funding by the University to complete non-eligible components of the FRP projects and infrastructure renewal.

- OCA Fireproofing
- Capital planning for future projects.
- Academic/Research equipment replacement

Enterprise Risk Assessment:

Exceeding capital budgets and delaying project delivery can lead to increased financial pressures or negative reputational impacts.

Next Steps:

1. Continuing to develop the Infrastructure Asset Condition Inspection and Ratings,
2. Project development and project completion, and
3. Plan and formalize capital programs.

Consultation:

- Facilities Condition Database
- Web Work Order system
- Heritage Committee
- Asset Condition Reports
- ECS (Education Consulting Services) Space Utilization Study
- Trent Lands and Nature Areas Report
- Registrar's Office

Committee/Board Mandate:

The Board of Governors is responsible for ensuring the financial health of the University and the proper management of its buildings, lands, and capital projects. The Finance & Property Committee assists the Board in fulfilling these responsibilities by monitoring the institution’s financial, property, and capital affairs and making related policy recommendations.

In its property role, the Finance and Property Committee is responsible for the overall monitoring of campus capital building programs, stewardship of heritage assets, and makes recommendations to the Board of Governors for the approval of revisions to the Master Plan (siting of new facilities), the appointment of architects, final building designs, and major construction contracts.

Board Report

Session: ☐ Closed Session; ☒ Open Session
Action Requested: ☐Decision; ☐ Discussion/Direction; ☒ Information
To: Board of Governors
Date: February 6, 2026
Presented by: Tara Harrington, Associate University Secretary (Senate)
Subject: Senate Mid-Year Report

Motion for Consideration (if applicable):

That the Board of Governors receive this report for information.

Executive Summary:

Section 12. of *The Trent Act, 1962-63* gives the Senate authority for the educational policy of the University including, but not limited to, determining courses of study and standards of admission and qualifications for degrees and diplomas.

Between September 16, 2025 and January 13, 2026 (inclusive) there were five meetings of Senate.

Highlights of Senate Activities for period September 2025-January 2026:

New programs approved for submission to the Ontario Universities Council on Quality Assurance:

MSc in Computer Science

New programs not requiring approval from the Ontario Universities Council on Quality Assurance:

The BSc Ecological Restoration program, formerly offered jointly with Fleming College, was approved by Senate as a stand-alone program for Trent.

New Academic Certificates/Options/Specializations:

Specialization in Natural History

New Articulation Agreements/Academic Pathways:

Senate reviewed and approved seven new articulation agreements. These agreements, signed with four different community colleges and one university, will allow qualified graduates of approved academic programs to enter one of Trent's degree programs with advanced standing.

Other Initiatives:

Senate, through its Nominating and Governance Subcommittee, conducted a search for Trent's next Chancellor.

Senate approved updated Terms of Reference for both the Distinguished Research Award and the Early Career Researcher Award.

Senators participated in a discussion of Student Core Competencies.

The president provided confidential updates on the Efficiency and Accountability Review that the university had participated in as well as the current financial environment.

Policies and Academic Regulations—Senate received as information the new Policy on Substantiation of Indigenous Identity for TUFA Faculty.

Enterprise Risk Assessment:

Senate receives regular reports from the president, the provost and the academic colleague of the Council of Ontario Universities that highlight changes in the post-secondary environment. Senate assesses and responds to identified risks and opportunities as appropriate.

Compliance with Policy/Legislation:

In compliance with the Quality Assurance Framework, Trent is required to have an Institutional Program Quality Assurance Policy and Procedures (IQAP). The IQAP sets out the process for the cyclical review of existing programs. At Trent, the Cyclical Program Review Committee has responsibility for overseeing these reviews including reviewing Self-Study documents, Review Committee Reports and Responses by academic units and Deans; preparing for approval by the Provost and Vice-President Academic Final Assessment Reports (including Implementation Plans and Executive Summaries*)*; receiving Monitoring Reports from academic units and preparing Reports for Senate. During this period the CPRC submitted 3 reports to Senate.

Committee/Board Mandate:

Senate continues to fulfill its mandate of determining the education policy, courses of study and standards of admission to the University.

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**
Action Requested: ☒ Decision; ☐ Discussion/Direction; ☐ Information

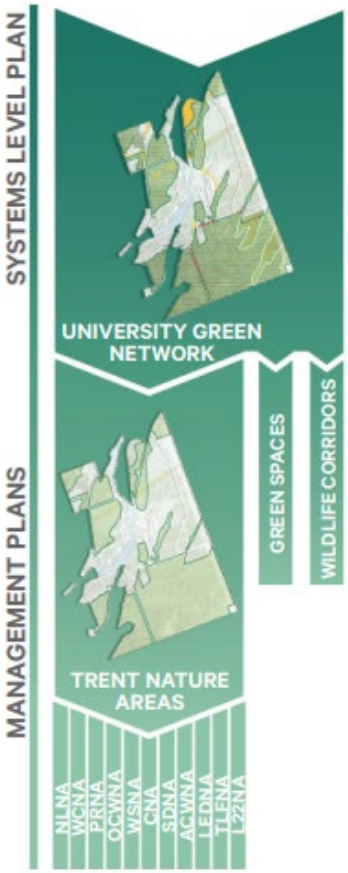
To:	Board of Governors
Date:	February 6, 2026
Presented by:	Trent Gervais – Chair, Trent Lands Committee Julie Davis – Vice-President, External Relations and Development
Subject:	Ggwepnandizamin Stewardship Plan of Trent Lands and Nature Areas Plan

Motion for Consideration (if applicable):

That the Board of Governors approve the Ggwepnandizamin Stewardship Plan of the Trent Lands and Nature Areas Plan as presented.

Executive Summary:

Ggwepnandizamin, meaning *"Together, putting our best effort forward towards something important,"* is Trent University's overarching implementation plan for the stewardship of the University Green Network (UGN). Guided by the Trent Lands and Nature Areas Plan (TLNAP), Ggwepnandizamin was developed in collaboration with Michi Saagiig Anishnaabeg communities, Trent faculty, students and community partners, and outlines a seven-year roadmap (2025–2032) to establish and care for an interconnected system of natural areas and open spaces, which form the University Green Network, covering 60% of the campus.



The plan employs a landscape perspective of the UGN to pinpoint actions and opportunities that support the form and function of natural heritage features on campus. The diagram below provides an overview of the components that form the UGN and how Trent is approaching the stewardship of natural heritage on the Symons Campus.

The actions outlined in the Ggwepnandizamin plan are strategic and aspirational. They depend on securing external funding and partnerships for implementation. Currently, no

additional direct budget implications or financial commitments are needed from the University.

Purpose & Vision

The plan aims to foster a resilient, connected UGN, initially introduced in the TLNAP. Guided by Michi Saagiig Knowledge Systems alongside Western science, the plan uses the Open Standards for the Practice of Conservation to inform adaptive, evidence-based planning and actions. Ggwepnandizamin extends the TLNAP and outlines how Trent University will move from vision to action in caring for the elements within the UGN. The goal of the plan is to balance ecological health with the University's changing academic, research, and infrastructure needs while aligning with the UN's Sustainable Development Goals (SDGs).

Key Components

- **Territorial and Cultural Acknowledgement**: Respect for Michi Saagiig territory and teachings, with acknowledgement for Indigenous ceremony, placemaking, and thoughtful engagement to allow continued knowledge exchange.
- **UGN Composition**: Includes the existing eleven Nature Areas, naturalized green spaces, and connections between them. Areas within the UGN align with those identified in the TLNAP.
- **UGN Targets**: Seven biodiversity and complementary targets, assessed for ecological health and cultural significance, with goals to improve or maintain their viability.
- **Pressures & Threats**: Identifies and ranks ecological and cultural pressures (e.g., invasive species, roads, historical exclusion).
- **Action Plan**: A comprehensive set of goals, strategies, and objectives aligned with TLNAP priorities and goals, emphasizing a balance of uses, supporting biodiversity and ecological connectivity.
- **Implementation Framework**: A detailed seven-year work plan with annual reviews, adaptive management, and integrated monitoring using both scientific and Indigenous indicators. The work plan outlines timelines, identifies implementation partners, and prioritizes tasks to guide annual planning and fundraising efforts.
- **Engagement Strategy**: Ongoing relationships with Michi Saagiig communities, faculty, students, and external partners to emphasize collaboration, symbolize the living document approach and support research and teaching within Trent Lands.

Strategic Outcomes

- **Ecological Resilience**: Restoration and maintenance of key habitats, improved connectivity, and climate-adaptive land care practices.
- **Cultural Reconnection**: Enhanced use of the Nature Areas by faculty in such areas as Indigenous Studies, Indigenous Environmental Studies, and Sciences, and recognition of Michi Saagiig cultural values within the UGN landscape.
- **Academic Integration**: Expanded opportunities for land-based learning, research, and mentorship.
- **Institutional Leadership**: Positioning Trent University as a national leader in inclusive, climate-ready land planning and the integration of Indigenous knowledge.

Governance and Plan Oversight

- Oversight will be with the Vice-President, Finance and Administration via the Facilities Management Department.

Analysis:

Ggwepnandizamin has adopted the Open Standards for the Practice of Conservation (https://conservationstandards.org/about/) (CMP, 2020), which are used globally by communities undertaking land-use and conservation planning. The key principles behind the Standards – collaboration, thoughtful decision making, adaptation and learning - align seamlessly with the aim of Ggwepnandizamin.

The Conservation Standards provide an easy-to-follow guide or cycle to help communities and organizations navigate the planning, implementation, analysis, and sharing phases of a project. With a strong emphasis on collaboration, the Conservation Standards will complement TLNAP to guide the successful planning and implementation of Ggwepnandizamin. These standards are consistent with and conform to federal, provincial, and local policies, legislation, and regulations related to sustainable land use and environmental protection. The conservation standards project cycle is below.

Miradi is a project management software designed to implement Open Standards. The user provides project details, and the software assesses target viability along with pressure and threat rankings. The software also creates visual diagrams to clearly display performance indicators and outputs, illustrating the project's scope and key components. An example of these outputs is included in Attachment #1.

Integration with University Growth

- The intent of the UGN, which is 60% of the Symons campus that the Board of Governors has committed to remaining natural, provides the University with the tools to achieve a balance between academic and campus infrastructure and preserving the health of our ecosystems, both of which our future generations need.
- Areas where the UGN and the built environment (University Districts) meet offer the opportunity for the implementation of design concepts introduced in the TLNAP, including regenerative and nature-inclusive design, net-benefit land planning, and opportunities for mitigation.
- The UGN and the stewardship of its lands support the University by providing teaching, research, and experiential learning opportunities for students, while also highlighting leadership in environmental education and integrated land care practices.

Integration with UN Sustainable Development Goals (SDGs)

This plan also reflects Trent's commitment to global sustainability frameworks to foster resilient and adaptable communities. Contributing to the advancement of the UN SDGs, Ggwepnandizamin demonstrates how institutional initiatives connect to international goals:

- SDG 4 (Quality Education): Land-based learning and experiential programs. SDG 6 (Clean Water and Sanitation): Riparian and buffer maintenance, along with wetland protection, improve water quality and hydrological resilience.
- SDG 13 (Climate Action): Climate-smart restoration and carbon sequestration strategies strengthen campus climate readiness.
- SDG 14 (Life Below Water): Shoreline restoration and aquatic habitat monitoring of freshwater ecosystems to support biodiversity.
- SDG 15 (Life on Land): Biodiversity corridors and invasive species control enhance terrestrial ecosystems.
- SDG 17 (Partnerships for the Goals): Collaboration with Michi Saagiig communities, municipal partners, and non-government organizations exemplifies inclusive governance and shared stewardship.

Financial Implications:

There are no additional financial requirements for the institution in adopting this plan.

Implementation of Ggwepnandizamin will occur through Facilities Management, with support from the Director of Campus Planning and Development and the Land Stewardship Coordinator, and with support from partners and collaborators as needed.

- **Funding:** There has been strong interest in the plan from philanthropic funders, both individuals and organizations. This project remains a high priority for the Advancement team. To date, fundraising efforts have raised nearly $ 1.1 million to support the plan. Current funding includes the TD Ready Commitment Fund ($350,000 over 3 years), an anonymous donor ($100,000 expendable), a new biodiversity endowment ($100,000), and the Invasive Species Action Fund ($6,000).

- **Budget Commitments:** The plan emphasizes that implementation of the work plan is dependent on available funding.

Enterprise Risk Assessment:

Trent's dedication to environmental leadership and Indigenous Knowledge must be demonstrated through action.Regular review cycles will help ensure ongoing alignment with the University's mission, vision, and strategic goals.

The administration has secured multi-year external funding, and additional donor funding will ensure adequate staffing and resources to support implementation. Annual work plans will prioritize actions and integrate with existing operational frameworks.

Next Steps:

Implementation of Ggwepnandizamin's action plan includes ongoing funding efforts to support the activities outlined in the plan. The work will involve continued respectful, effective, and meaningful engagement with the Trent Elders and Knowledge Holders Council, as well as Michi Saagiig land consultation officers, to ensure the integration of Indigenous knowledge systems continues. This plan provides space and time to learn and adjust the action plan as needed or appropriate.

Alignment with Mission, Vision, Values, Strategic Plan:

The Ggwepnandizamin Systems-Level Plan is a powerful embodiment of Trent University's institutional mission and strategic goals. Ggwepnandizamin supports Trent's mission in a variety of ways through:

- **Experiential learning and professional development** in land stewardship and conservation.
- **Interdisciplinary education** across environmental science, Indigenous studies, and sustainability.
- **Indigenous education and scholarship** through collaborative efforts with Michi Saagiig Anishnaabeg communities, incorporating Indigenous teachings and nurturing reciprocal relationships with land and water.
- **Strong partnerships** and collaborations with communities, professions, other institutions and within Trent's departments and programs.
- **Fostering sustainability and climate resiliency** in all aspects of the plan.

By embedding land-based learning, research, and restoration into campus planning, Ggwepnandizamin exemplifies Trent's vision of being a leader in sustainability and global citizenship, while also advancing reconciliation and ecological stewardship.

Ggwepnandizamin places emphasis on Trent's guiding principles outlined within the TLNAP, including building on and highlighting Trent's institutional strengths, community impact, and economic contribution.

Alignment with TLNAP guiding principles include:

- **Learning and Discovery**
  - Expands experiential learning through Nature Area access, research, student placements/mentorship, and community-engaged land-based projects.
  - Builds practical skills in land stewardship, fieldwork, conservation planning, and climate adaptation to prepare students for employment.
  - Enhance interdisciplinary and applied learning opportunities.

  - Encourages collaborative research on climate adaptation, biodiversity, and restoration.

- **Environmental Resilience and Integrity**
  - Ggwepnandizamin is a reflection and result of Trent's leadership in Environmental Studies and Indigenous Environmental Studies.
  - Demonstrates Trent's unique integration of land-based learning and knowledge systems.
  - Aligns with the institution's sustainability goals and embodies sustainable land use.
- **Community Impact**
  - Thoughtful engagement and collaboration with local Indigenous communities in land planning and stewardship. It enhances reconciliation efforts.
  - Enhance public access, urban biodiversity, and community partnerships.
- **Economic Resilience, Leadership, and Innovation**
  - Supports regenerative agriculture, green infrastructure, and ecosystem services.
  - Increases recruitment and retention in environmental and Indigenous programs.
  - Applies Open Standards for Conservation, fostering innovation in ecological planning.
  - Positions Trent to attract funding for environmental and Indigenous research, including biodiversity and restoration initiatives.

Consultation:

Building on the information collected during three years of study and extensive public engagement through the TLNAP, engagement during the development of Ggwepnandizamin focused on gaining a deeper understanding of the land, understanding the perspectives of Indigenous peoples, and soliciting input and feedback from nature-based groups. This included:

- 35 meetings with Trent University faculty, staff, and students
- Regular meetings with Michi Saagiig Lands Consultation Officers
- 3 meetings with Trent's Elders and Knowledge Keepers Council
- 27 meetings with partners, community, and local groups
- 2 engagement sessions with community groups and faculty on Ggwepnandizamin
- GEI Consultants Canada Ltd. consultant review

The final draft of Ggwepnandizamin has been reviewed by the Trent Lands Committee to ensure that the development and management of the lands consider future uses and do not create constraints. The Committee reviewed and approved the plan without raising any concerns.

Compliance with Policy/Legislation:

Special Resolution II.4 – Property and Land Use, specifically section II

Provincial Planning Statement (2024)

City of Peterborough Official Plan (2024)

Endangered Species Act (2007)

Species at Risk Act (2002)

Fisheries Act (2019)

Migratory Bird Convention Act (1994)

Committee/Board Mandate:

The proposed plan is an extension and implementation component of the Trent Lands and Nature Areas Plan, which is a Board-approved document and mandate. The Board, through the Trent Lands Committee and the Finance and Property Committee, is responsible for ensuring that decisions regarding the development and stewardship of the Trent Lands and Nature Areas align with the approved TLNAP. The Finance and Property Committee supports the Board in fulfilling these responsibilities by ensuring the appropriate use of the University's property, stewardship of natural heritage assets and promoting the long-term sustainability of the University.

Supporting Reference Materials (attached):

Attachment #1 – Miradi Software Visual Performance Output

Attachment #2 - Trent University Ggwepnandizamin Plan

Additional Resources

Trentlands.ca

Attachment #1 – Visual Performance Output

Target viability:

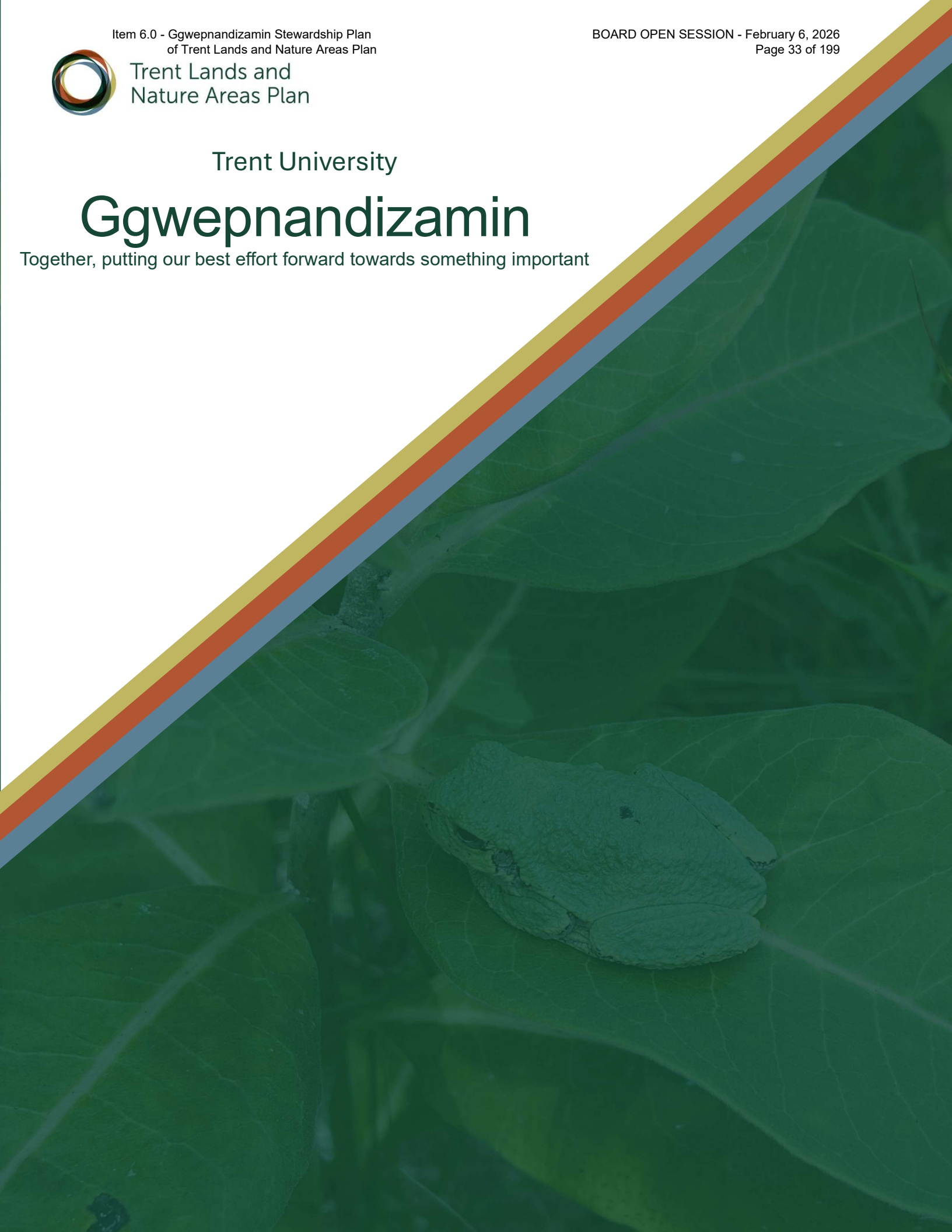
Target	Viability Mode	Status	Future Status
Michi Saagiig Knowledge Systems	Key Attribute	Not Specified	Very Good
Wetlands/ M'shkiik (1)	Key Attribute	Fair	Good
Forests & Woodlands/ Megyaak'iing (2/5)	Key Attribute	Good	Good
Open Country/ Skoosniing (3/4/5)	Key Attribute	Fair	Fair
Otonabee River/Odoonabii-ziibi and Streams (5)	Key Attribute	Fair	Good
Regenerative Agriculture (6)	Simple	Not Specified	Good
Naturalized Green Spaces (7)	Simple	Good	Good

Trent Lands and
Nature Areas Plan

Trent University

Ggwepnandizamin

Together, putting our best effort forward towards something important



Territorial Acknowledgement

We respectfully acknowledge that we are on the treaty and territory of the Michi Saagiig Anishnaabeg, home to Curve Lake First Nation, Hiawatha First Nation, Alderville First Nation, and Mississaugas of Scugog Island First Nation.

We offer our gratitude to the First Nations for their care for, and teachings about our earth and our relations. May we honour those teachings.

Version	1.0
Approval Date	TBD
Implementation Start Date	May 1, 2025
Implementation End Date	April 30, 2032

Acknowledgements

This plan was made possible thanks to the financial support from TD Bank Group through their TD Ready Commitment Fund, which funded the staff, equipment and time needed to complete this work.

This document is the result of collaboration and input from many individuals and groups who were generous with their time, patience, and knowledge. Chi miigwech to Trent University's Michi Saagiig Elders and Knowledge Keepers Council and Land Resource Consultation officers for Curve Lake, Hiawatha, and Alderville First Nations, who contributed their knowledge and advice with humility, kindness, and responsibility. We value the lessons shared. We recognize, with thanks, the hours of time given to the team by Trent faculty, staff, and students to provide scientific knowledge, data, processes, review, and history of the Symons Campus.

Additional key contributors include:

- Trent University's stewardship co-op and placement students who participated in the field work to gather on-the-ground data.
- Professors Emeriti, including Roger Jones, Michael Fox, and John Marsh whose determination, passion, and vision of the nature areas on the Symons campus created the foundation of the University Green Network.
- Trent Nature Areas Stewardship Advisory Committee.
- North-South Environmental Inc. team members, Kristen Harrison, whose involvement with the Trent Lands and Nature Areas Plan led to the idea of the University Green Network and to Benjamin Meinen for the mapping in this document.

Contents

1.0 Purpose

Ggwepnandizamin translates to "*together, putting our best effort forward towards something important."*

This spirit of collective effort represents ongoing collaboration between Trent University and the Michi Saagiig Anishnaabeg communities, whose treaty and territory Trent occupies. At the core of this partnership lies an intention to honouring and integrating Michi Saagiig Knowledge Systems in the caretaking of Trent's natural spaces– an essential foundation for the work ahead.

Through Ggwepnandizamin, the aim is to establish a resilient, and interconnected **University Green Network** which represents a mosaic of natural features that supports biodiversity, encourages land-based learning, research and discovery, and nurtures reciprocal relationships and experiences with the land and water. Recognizing the intricate connections within nature and the responsibilities that come with its use, Trent University will care for the Nature Areas and green spaces across the UGN. This approach will balance ecological integrity with the University's evolving academic, research, and infrastructure needs and priorities.

In doing so, Trent University will emerge as a leader in environmental education, respectful weaving of knowledge systems, and collaborative land planning.

1.1 Setting the Stage

Trent University's Symons Campus in Peterborough/Nogojiwanong is known for its stunning natural landscape and location along the Otonabee River (Odoonabii-ziibi). The 583-hectare (ha) (1,440 acre) campus features award winning architecture, eleven Nature Areas, gardens, gathering spaces and agricultural land.

Trent University presented a vision for a regenerative future for the Symons Campus through the Trent Lands and Nature Areas Plan (TLNAP) (Trent University, 2021b) – a campus planning framework, that will guide the University as it continues to grow, evolve, and address challenges and opportunities across the campus and beyond. The core mission of the University to advance teaching, research and learning remains, but with an acknowledgement that Trent also has a responsibility in caring for its natural spaces. The TLNAP emphasizes the importance of a diverse and interconnected natural system known as the **University Green Network (UGN)**, which acts as a mechanism for supporting the existing natural spaces on campus and creating opportunities for new areas as the campus evolves. This network will cover **60% of the Symons Campus lands** and includes Trent's Nature Areas, naturalized spaces within the built-up areas, and connections between them. While some of these components are defined by policy

or legislation (Trent's property and land use policy, Provincial Planning Statement (2024), City of Peterborough's Official Plan - Natural Heritage System (2025)) and currently exist, others will be introduced over time with the integration of green spaces and corridors into the built landscapes on campus, as part of the regenerative design concept introduced in the TLNAP.

Ggwepnandizamin, referred to as the systems level plan in the TLNAP, acts much like a municipal natural heritage system exercise for the University, and uses a landscape approach to place value on the connections between natural features and their ecological functions. This approach allows for the identification of opportunities across the UGN to maintain, enhance or create ecological connections and promote resiliency as climate conditions continue to shift. The plan will outline the extent of the UGN, existing conditions, and how Trent University will move from vision to action in caring for the elements within the UGN. The Trent Nature Areas comprise the largest portion of the UGN and their nature area plans represent the implementation of Ggwepnandizamin at a smaller, site-specific scale (Figure 1).

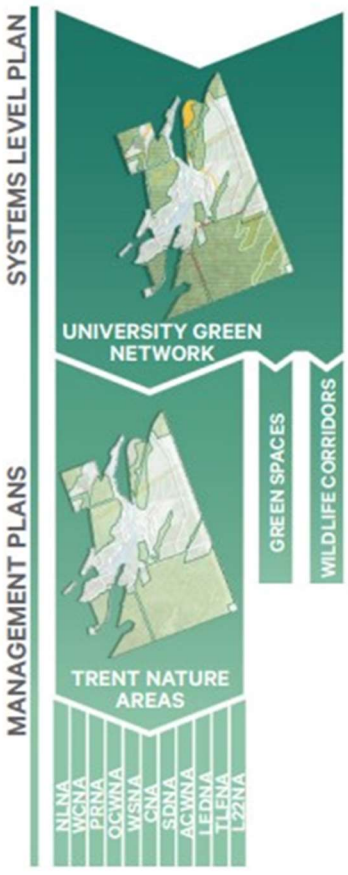


Figure 1: Implementation plan from the Trent Lands and Nature Areas Plan

Ggwepnandizamin is a living document and resource that evolves as information is learned and shared. It represents a circular journey, much like the nature of Indigenous values, ensuring we are always circling back and checking in, before moving forward.

Trent's commitment to support an interconnected system of natural features comes at an important crossroads in the global fight to protect the world's biodiversity, to combat climate change, to work in the spirit of reconciliation and to reconnect urban communities to nature. Conservation planning exercises are being undertaken at multiple levels of government to address these crises. The United Nations declared 2021-2030 as the decade of Ecosystem Restoration which aims to prevent, stop, and reverse ecosystem degradation. The Government of Canada has developed Canada's 2030 National Biodiversity Strategy that outlines a set of targets that focus on protection, restoration, threat reduction, species recovery and sustainable use and management. Of relevancy to Trent's planning exercise is the target to increase the area and quality, connectivity of, access to and benefits of green and blue spaces in urban areas. Similarly, in 2023, the province of Ontario updated Ontario's Biodiversity Strategy that identifies actions that the province will undertake to benefit biodiversity, address climate change, and improve human health through to 2030. The City of Peterborough updated its Official Plan in 2023, which included the incorporation of a natural heritage system and guiding principles that include environmental stewardship, sustainability, and promoting land use patterns that protect biodiversity. Alongside this momentum, priorities and landscape patterns are changing that reflect community needs. For all these reasons, there is no better time to shape a more resilient nature network at Trent University.

The plan put forth is built on the notion of conservation for good use as understood by the Michi Saagiig: where we see balance between protection and interaction. This balance is achieved through respectful interactions with each other and with the land and waters. This is ever more important in an urban setting, as is the case with Trent's Nature Areas, which sees a higher volume of visitors and differing uses. The campus' location on the urban and rural fringe presents both unique opportunities and challenges that form a large focus of Ggwepnandizamin.

In the spirit of reconciliation and reciprocity and recognizing that the healing of the land and water cannot be done without its original caretakers, Ggwepnandizamin is an integrated plan that uses western and Michi Saagiig knowledge systems together to demonstrate our responsibility in environmental stewardship and an investment in collaborative land practices. Knowing how critical this next decade will be, Ggwepnandizamin will guide how we care for the land and water over the next seven years. The plan also supports the University in adapting to change and building resilience into land care practices. Resilience, in this context, means maintaining

ecological function, cultural relationships, and institutional flexibility in the face of uncertainty.

Oversight of the plan will occur via the Board of Governors through the Finance and Property Committee, from the AVP Facilities Management.

1.2 Open Standards for the Practice of Conservation

To put our best effort forward, Ggwepnandizamin has adopted the Open Standards for the Practice of Conservation (https://conservationstandards.org/about/) (CMP, 2020) which is used globally by communities undertaking conservation planning. The Standards bring over 20 years of experience in project and program design to improve the practice of conservation by using common concepts, terminology, monitoring, and support, while still offering flexibility in how it is used for each individual project. The key principles behind the Standards – collaboration, thoughtful decision making, adaptation and learning - align seamlessly with the aim of Ggwepnandizamin.

The Conservation Standards present an easy-to-follow guide or cycle to move communities and organizations through the planning, implementation, analysis and sharing phases of a project, allowing space for continued learning (not linear but circular) at each step. The Conservation Standards are here to help teams do better conservation work, allowing groups to tackle environmental problems that are as complex as nature itself, but in a systematic way. Of primary importance with what we are striving to achieve here is the adoption of a common language in creating action plans so that sharing and learning can occur regardless of the organization or location (CMP, 2020). With a strong emphasis on working together, the Conservation Standards will complement the TLNAP to guide successful planning and implementation of Ggwepnandizamin. These standards are also intended to be consistent with, and conform to federal, provincial and local policies, legislations and regulations as it relates to sustainable land use and environment protection. In the face of climate change, the Conservation Standards support resilience by promoting adaptive, knowledge-informed stewardship. Their emphasis on iterative learning and flexible planning ensures that actions taken today can evolve as environmental conditions shift. To work through the steps, Miradi software is used, which is a project management software supported by the conservation standards. Aspects or ‘screenshots of Miradi are displayed throughout the document to illustrate the thought process that has led to the outcomes and decisions for the UGN.

Figure 2 illustrates the project cycle for the Conservation Standards, with steps 1 to 5: Assess, Plan, Implement, Analyze and Adapt and Share. With the work of the Nature Areas Stewardship Committee, the Stewardship Plan for Trent University Nature Areas (Jones et al. 2002) and the TLNAP (Trent University, 2021a/b), various steps of the

project cycle had been addressed and allowed us to customize and move back and forth through the steps, which the standards encourage. Each step is outlined below.

Step 1: Assess

Step 1 places a project in the current context and helps to review the reason or purpose of the work. This step includes various sub-steps that include identifying the project team, geographic scope, vision, and targets of the project (CMP, 2020). The vision is a concise and visionary statement of what one is working to achieve. Targets represent a suite of species, communities, ecological systems, and cultural values within a project area (CMP, 2020). It represents what one cares about and cares for within the project scope. When broader communities or ecological system targets are chosen, nested targets can be identified that include species, natural communities, species assemblages and cultural values that are associated with the focal target and directly benefit from any work done to protect or restore the target (CMP, 2020). Nested targets then can be species that are important to conserve within the project scope or are locally rare (Appendix B).

At this step one also determines the overall status or viability of the targets and desired future status, which then forms the basis for goal and action setting. Goals and actions can focus on improving or maintaining the viability of the targets, which in theory and in practice should support the native biodiversity within the project and support habitat complexity and longevity at the UGN scale (CMP, 2020). These goals should also align with prevailing federal, provincial, and local land use policies and legislation.

As part of this step, it is also important to consider how climate change may influence the viability of targets over time. Incorporating climate-related stressors, such as altered hydrology, temperature shifts, or extreme weather, at this early stage supports proactive adaptation and builds resilience into long-term planning.

Figure 2: Open standards for the practice of conservation project cycle (CMP, 2020)

The overall health status of each target, ranging from poor to very good, is determined using available knowledge of existing conditions (Appendix A). These health rankings can be done using key ecological attributes (KEA), which are factors that help to 'diagnose' the status of a target. These attributes can be extensive (e.g.144 listed in Schick et al., 2019) that intend to characterize the health of a feature based upon the complex interactions between each attribute and how anthropogenic actions may have affected these features. Using this highly precautionary method, the attributes indicate if something is in good or bad health to inform the subsequent planning process. (CMP, 2020).

In this application, the UGN target for Forest and Woodlands might examine the attribute of forest health which could include the size of the forest, the indicator being the area of forest in hectares or square kilometres. Thresholds for each indicator can be based on scientific literature or policies like the natural heritage reference manual (NHRM) (OMNR, 2010). To continue the example of forest health, the NHRM (OMNR, 2010), notes that a forest patch less than two hectares is less resilient to impacts of

human disturbance, and therefore, smaller forest patches could be placed under the poor threshold. The number of indicators used to assess the overall health of a target will depend on the project scope, knowledge of the area, and level of detail that can be achieved. Ideally, attributes relating to the features size, condition and landscape context should be selected. Indicators can and should get far more detailed as you move down to the site level (e.g. a Nature Area).

Alternatively, Conservation Standards also allow a simple ranking system that allows for the assessment of integrity or health without the use of the more complex KEAs and instead ranks based on what is known historically or at the current time (CMP, 2020). This allows for flexibility in what and how we know and is an excellent example of how different ways of knowing can be used in conservation or land use planning. Regardless of what level of viability assessment is done, measurable indicators and known thresholds form a comprehensive monitoring plan and allow for analysis and progress evaluation.

Alongside the establishment of the targets and their viability, available evidence is used to identify historical, current and future pressures or threats within the project scope that affect the targets' viability. These are often human-induced or introduced that are leading to the degradation of one or more targets (CMP, 2020). Pressures can also be due to natural disasters like drought or extreme storm events that are typically caused by human activity (e.g. climate change). Pressures or threats are ranked from low to very high and several tools are available to help with this prioritization. In this circumstance, the extent (or scope) of the threat, the severity of its impacts on the targets and irreversibility of the threat was considered. The project team can then prioritize and determine critical threats – those that are most important to address, based on ranking and the team's ability to influence that threat (CMP, 2020). Actions can then concentrate in particular areas, on reducing the extent or permanence of critical threats and mitigating against future threats. A situation or conceptual model is built out from this information that provides a visual portrayal of the relationships between targets, pressures/threats, indirect threats (or causes), impacts of the pressures (biophysical factor) and potential opportunities (marked with a + sign). Question marks and dotted lines in the diagram symbolize an uncertainty in the presence or relationship, respectively. (CMP, 2020). By understanding the project context and elements involved and identifying areas with knowledge gaps, the project team is better equipped to design a plan with impact (CMP, 2020).

Step 2: Plan

The planning stage is where the project's action plan is developed and includes goals, objectives, and strategies. At this stage a monitoring plan to track progress and an operational plan (analysis of funding, resources, and skills required) is developed to

form the overall strategic plan (CMP, 2020). For the purpose of this document, the monitoring plan, operational plan, and work plan (Step 3) are combined with some aspects being housed in Miradi to track our progress through implementation. Evidence-based, on the ground knowledge obtained via field work and through Michi Saagiig teachings shared with us is fundamental to forming a good action plan.

A goal is a formal statement that outlines the desired impact of a project and/or the desired future status of a target (identified in Section 6.3). These represent what you want to accomplish within the project scope. Ideally, goals are specific, measurable, achievable, realistic, and timely (SMART) and have a direct relation to one of more of the targets (CMP, 2020). This is where the viability assessment in Step 1 becomes a useful tool in forming your goals because the team has already identified the key elements that are needed for a 'healthy' target and what needs to be measured (or monitored). Integrating climate adaptation into the planning stage strengthens the project's ability to respond to future uncertainties. Strategies that anticipate shifting conditions, such as species migration, changing hydrology, or increased disturbance, can build ecological resilience while also supporting long-term institutional flexibility.

With goals established, the next step is determining what needs to be done (strategies and activities). A strategy represents a group of activities with a common focus that work collectively to reduce threats, protect, or restore habitats and seize opportunities (CMP, 2020). This involves determining where and how the team will or will not intervene. The selection of strategies involves researching strategies used in other conservation projects within Miradi Share, reviewing national and provincial biodiversity strategies, other organizational management plans and having knowledge of the situation within the project scope. Strategies include an array of action types that can include restoration (both general restoration as well as potential ecological offsetting opportunities), site management, land protection, community outreach and research.

Objectives are intermediate results that act as stepping stones to reaching the goals of the project. This is particularly relevant when goals have longer timelines, like within the UGN. The objectives highlight the necessary changes that the project team assumes need to occur to reduce threats and capture opportunities in the short- and medium-term (CMP, 2020). It is important to remember that goals are linked to targets, and objectives are linked to direct pressures/threats. With the theory that the reduction in the pressure will lead to an improvement of the target and ultimately the goal.

The activities within the implementation plan represent what Trent will do on the ground to achieve the plan's goals and objectives over the course of the project timeline.

While there are differences in the terminology used, with the adaptation of the conservation standards, the concepts, approaches and priorities identified in the TLNAP fall nicely within the conservation standards principles and practises. Figure 3 is

intended to illustrate the commonality between the terminology used in TLNAP and the Conservation Standardslanguage.

Figure 3: Terminology differences between the TLNAP and Ggwepnandizamin

Step 3 Implementation

Arguably the most important step in the entire process, Step 3 is where plans are put into action. This includes developing and implementing work plans, identifying resources needed (including staff and funding) and partners involved (CMP, 2020). At this step, short- and long-term plans are developed that identify the activities required to implement the strategies. Detailed information about who will do the implementation, when and where the work will be done, and available budget is included to ensure the work plans are specific and clear to those implementing them (CMP, 2020).

It is recommended that short-term work plans cover 3 -12 months, with higher-level information for long-term actions to allow refinement of those activities over time (CMP, 2020). In the case with this plan, the activities for the next seven years have been planned in accordance with Step 2, but implementation plans will be pulled annually from the overall list to assist with financial and resource planning. Each year

will involve reviewing activities, addressing new or emerging issues and policy changes, identifying the funding available, and making refinements as needed. As implementation proceeds, it is important to recognize that climate conditions may shift over time. Embedding adaptive approaches into work plans helps ensure that actions remain relevant, resilient, and responsive to changing environmental and institutional contexts.

A budget or estimate of costs associated with the annual work plan will help to determine appropriate resources, support financial planning and identify funding sources or gaps (CMP, 2020).

Progress tracking of key performance indicators through Miradi will be completed annually to ensure successful implementation and reflection in Steps 4 and 5. This includes ensuring a suitable database is used to allow for data collection, storage, and access.

Step 4 Analyze and Adapt

This step prompts the project team to manage data entry and perform regular analysis to convert the data into information that is useful and informative to the plan. Assessing the data on a regular basis also allows reflection on whether the team is on track to achieve goals, strategies, and objectives. It is good practice to regularly check that the data collected helps to fill knowledge gaps, so that adaptation of the plan is continuous. As climate variability increases, analyzing trends over time can help identify new pressures or thresholds that require a shift in strategy. Incorporating climate-informed indicators and scenario-based thinking, alongside the teachings of Michi Saagiig Knowledge Holders on cyclical patterns and signs from the land, strengthens the plan's ability to navigate uncertainty and build long-term resilience. Reflecting on the operational process is equally important to ensure the appropriate resources and team skillsets are available (CMP, 2020). It is expected that changes will be made to reflect the knowledge learned over time and that time is given to allow for important reflection and analysis.

Step 5 Share

The final steps in the project cycle involve sharing lessons and receiving feedback to promote learning. This step involves documenting what was learned, sharing these learnings with the appropriate audiences, and fostering an environment where all parties learn and benefit from the team's experiences (CMP, 2020). Opportunities to share and receive feedback should occur at all stages throughout the cycle. As climate change introduces new challenges and pressures, sharing information on adaptation successes, barriers, and evolving strategies bolsters environmental stewardship. This stage is especially important for Trent as a learning institution, and we will seek to include this ongoing work in classroom and education forums.

The following sections of the plan reflect the outputs of using the conservation standards.

2.0 Project Team

In alignment with the Trent-specific approach (section 17.1 of the TLNAP) the project team consists of individuals and groups who worked on the design and will contribute to the implementation of the project. To make this an integrated plan that values both western and Indigenous knowledge, key team members have and will include Trent University staff and faculty, collaborators from local Michi Saagiig communities (Curve Lake, Hiawatha, and Alderville First Nations) through their lands and resource consultation departments, and Trent University's Elders and Knowledge Keepers Council, which has core representation from local Michi Saagiig communities. Partners and local organizations will continue to be engaged at key points in the implementation of the plan and Trent faculty, and students will bring the resources to advance initiatives for research and land-based learning. The plan will fall under the jurisdiction of the Board of Governors and relevant committees.

3.0 Project Scope

The scope defines what the project intends to affect, and in this case, the geographic focus. The scope of Ggwepnandizamin is within Trent University's Symons Campus and more specifically within the University Green Network (Figure 4). The UGN encompasses 351 hectares (60%) within the 583-hectare campus, comprised of diverse land types and waterways that support biodiversity, learning on the land, research, and opportunities to (re)build relationships with nature. As noted in section 1.1, the eleven Nature Areas within the Symons Campus make up the bulk of the UGN (86%) and their features contribute to the existing land cover and biodiversity that is supported through the UGN. The care of the Nature Areas, identified through individual Nature Area plans, will be interrelated and their implementation is vital to achieving the vision of Ggwepnandizamin.

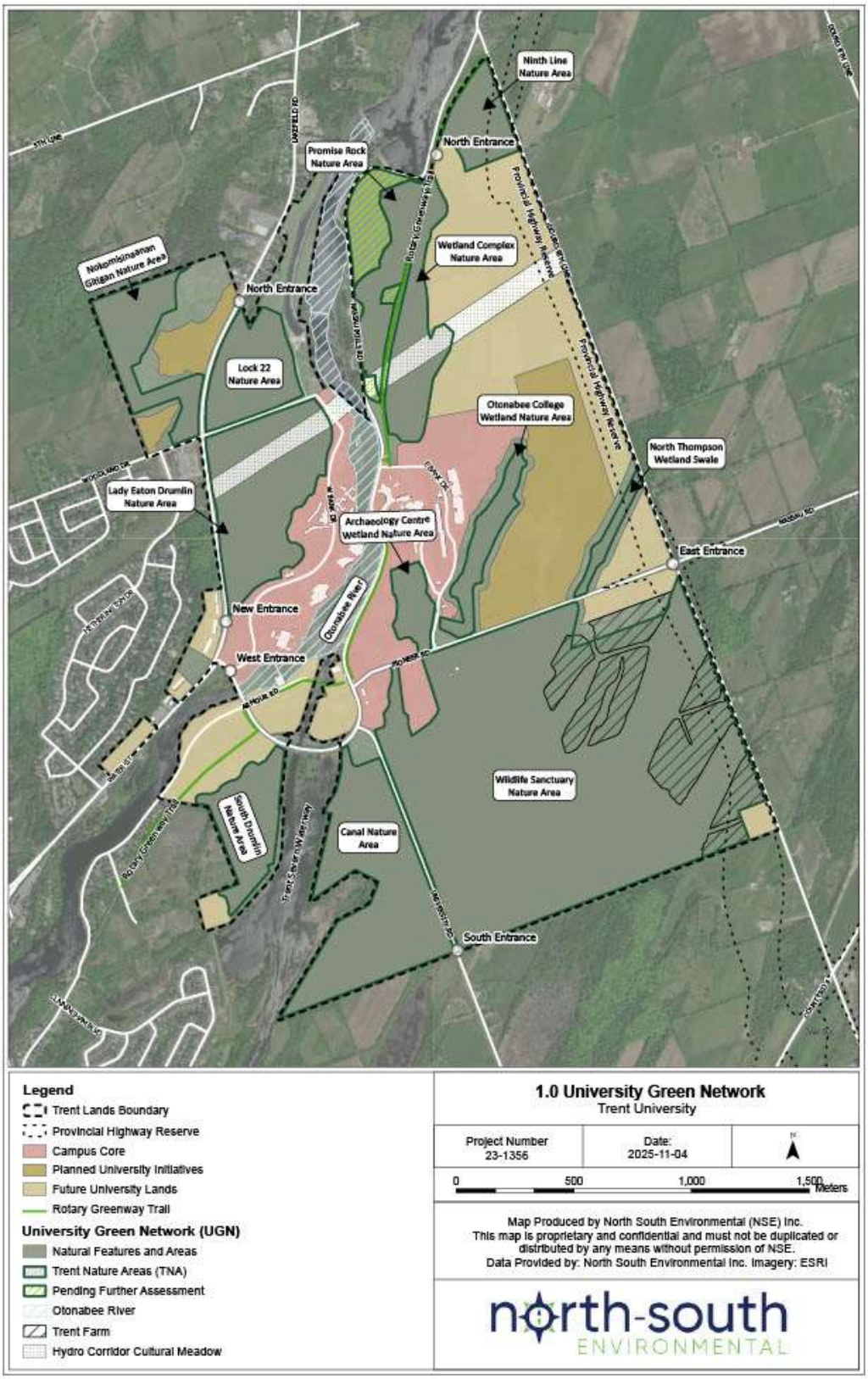


Figure 4: University Green Network

3.1 Michi Saagiig History of the Land

Traditional teachings and history of Michi Saagiig Anishnaabeg in this area tell us they have resided on the land around Lake Ontario since time immemorial. Below is a brief history from different publications *(Trent University Indigenous Protocol Guidebook, 2023; Williams and Kapyrka, 2015; Migizi, 2018)*.

The territory of the Michi Saagiig was a vast area of what is now known as southern Ontario. The Michi Saagiig are the original people of this area and were the first to establish a relationship with this land (Migizi and Kapyrka, 2015). Known as the “People of the big river mouths” and the “Salmon People” the Michi Saagiig Anishnaabeg occupied and fished the north shore of Lake Ontario in the spring and summer and moved north in the winter in smaller groups to hunting grounds into and beyond the Kawarthas (Migizi and Kapyrka, 2015). The Michi Saagiig people have resided on the land around Lake Ontario and its northern tributaries for centuries, moving around according to the seasons (Migizi, 2018). Prior to European settlement, there were treaties made amongst other Indigenous nations and these agreements were sealed by Wampum. This included an agreement between the Michi Saagiig and Huron Wendat peoples, to allow the Huron Wendat to set up villages and grow corn in their homelands. These were legal, political, social, and spiritual agreements that were honored annually (Migizi and Kapyrka, 2015). Initially First Nations and European settlers co-existed peacefully, but by the mid-1600s, populations of European settlers were growing and competition for resources and land created unrest. To escape diseases brought by the Europeans and to avoid conflict, the Michi Saagiig people moved inland to Lake Huron. It was during this time that the Jesuits met the Michi Saagiig at the mouth of the Mississauga River and referred to the people as Michi Saagiig. Around 1670, the Michi Saagiig returned to their lands and in time, participated in 18 treaties, allowing for the growing population of European settlers to establish in Ontario. Specific to this region, Treaty 20 was signed in 1818, followed by the Williams Treaties in 1923. There are seven First Nations within Treaty 20, four of which are within the geographical area served by Trent University and with whom the University works most closely with. These include Curve Lake First Nation, Alderville First Nation, Hiawatha First Nation, and the Mississaugas of Scugog Island First Nations (Trent University, 2023). These treaties were made to allow non-Indigenous people to live here and establish their own relationship with the land. It is the responsibility of settlers then to uphold responsibilities made and honour the privileges that have been granted to them by the Michi Saagiig peoples (Migizi and Kapyrka, 2015).

Michi Saagiig Anishnaabeg Creation Story

The addition of the creation story helps to create context for how Michi Saagiig peoples understand respect and responsibility and forms the foundation of ceremonies, beliefs, ways of being and worldview. At its core, it explains how Michi Saagiig relate to the natural world and to each other. There are different telling's of the creation story by Elders and storytellers and in different areas of Anishinaabeg territory though they are never dramatically different from each other (Migizi, 2018).

The following Michi Saagiig Nishnaabeg Creation Story was taken directly from Migizi (2018):

This is the second time life was created. A long time ago, way back in time, it was total darkness. There was nothing. At this time the Gzhwe Manidoo had a dream. In that dream, Gzhwe Manidoo saw the world that we know today. Gzhwe Manidoo saw the mountains, the plains, the trees, the rocks, the deserts, great rivers, animals, birds flying and humans. The dream stuck with Gzhwe Manidoo and thought it must happen. Gzhwe Manidoo is sometimes called the Creator, who is neither man or woman and is a benevolent spirit that loves us unconditionally. The earth happened and everything was created instantly, and everything was beautiful. This went on for a long time. It was harmonious, everyone was living in peace with each other, including the animals.

That continued until one day things started to go bad and everything died off. No one knows why that happened. Apparently, the elements were saved, there was still the sun, the great waters, the land, but everything had died off. This bothered Gzhwe Manidoo. Gzhwe Manidoo was very upset. The spirits that lived in the sky went to Gzhwe Manidoo and asked if they could help. So Gzhwe Manidoo asked one of the beings to go down and see if creation could be fixed. That's spirits name was Gizhiigokwe, which means Sky Woman. Gizhiigokwe decided to come to earth and find a spirit partner to try to create humans. She asked Gzhwe Manidoo for a partner. The first time she tried, they died off. She had two kids, and they died. Gizhiigokwe went back to the Spirit World and told Gzhwe Manidoo that she tried but it did not work out.

Another thing that happened at this point was a great flood. The great flood changed the physical surface of the earth. Gzhwe Manidoo told Gizhiigokwe to not give up and to keep trying to make the dream a reality. Gizhiigokwe went back to earth. One of the animals from the first creation was the Turtle because it could live in the water. When the flood happened only the fish and the water animals like the beaver survived because they could swim. When Gizhiigokwe came down again, it was all water. She couldn't settle anywhere because she could not swim. The water was a strange element to her because she is from the sky. The turtle came to her and offered her a place to land on the turtle's back. The turtle is called Chi'Mikinak – The Great Turtle. Gizhiigokwe noticed all the beautiful designs on the turtles' back and from there came the thirteen

moons as depicted on the Turtle's back. The twenty-eight days for each moon are depicted around the rim. She thought the turtle must be carrying something. The turtle was and wanted to help her create the world again. I remember how beautiful it used to be. The turtle thought they needed to get some soil to make it happen.

Gizhiigokwe was sitting on the turtle's back and all the water animals were watching. A bird that could swim and float, the Loon had survived and offered to dive to the bottom to get earth to put on the turtles back. The loon was gone a long time, and finally floated to the surface, but it had drowned. The next day, the Otter came to help her and offered to dive down. The same thing happened, and Otter floated up dead. Then beaver offered to try and go further than the Otter and the Loon. The same thing happened, even though Gzhwe Manidoo gave beaver a special gift of being able to hold oxygen in its tail. That is why the tail of a beaver is so large. Gizhiigokwe was pretty disappointed. She was getting worried she may not be able to help Gzhwe Manidoo with the visions.

Muskrat came along and Gizhiigokwe told Muskrat what happened. Muskrat offered to dive because muskrats can also keep oxygen in their tails. So, the Muskrat dove and was gone for what seemed like days. Gizhiigokwe and Turtle waited. Finally, Muskrat floated to the surface and had drowned but clutched in Muskrat's paws was a tiny paw full of earth. They took that earth and placed it on the turtle's back and thought out the dream of the Gzhwe Manidoo. Sure enough, that little bit of earth grew and began to have mountains, streams, and lakes, as we know it today. Nishnaabeg country was created with beautiful big lakes. There were clouds, wind, rains, trees, and beautiful animals – deer, moose, elk, caribou and bear were all created. This is why they call this place Turtle Island or Chi'Mikinak – The Great Turtle.

Gizhiigokwe said I am going to go back and think about creating humans. Gizhiigokwe went back to the sky to contemplate. She went back and became the moon. Instead of calling the moon Dibi-giizis, which is night sun, we call her Kookoom or Nokomis or Chi'Nokomis, which means Grandmother*. Nokomis said I am going to give the gift of giving birth to humans once they are created. Gizhiigokwe then asked Gzhwe Manidoo for another spirit to help her create humans. Gzhwe Manidoo sent Pingizhimok (where the sun sets), the west. Pingizhimok is a spirit in male form, and he picked a woman from earth. We do not know how the woman survived the flood. We don't know who the woman was. Maybe she was a spirit as well. One story says that Pingizhimok and this woman had two kids, and the kids had a fight, and they killed each other. The essence was just not there. The second time, Pingizhimok picked another woman – Wenona. Pingizhimok and her tried again, and they had a boy and girl. These were not a boy and a girl in terms of sexuality, but more in essence. They in turn had a child. That is how humans were created.*

Anishnaabeg Worldview

Anishnaabeg worldview believes that all living beings have a Spirit. Humans are intrinsically connected to each other, to all living beings, to the spirit of the lands and waters and to all in the Spirit World.

Gzhwe Manidoo provided original instructions or sacred law to humankind that described our roles and responsibilities. These instructions or gifts were to live “a good life” and an important responsibility of this gift to Anishnaabe is to care for Mother Earth and speak for the living things that cannot speak for themselves (Trent University, 2023).

This central philosophy is an important foundation upon which Ggwepnandizamin is built.

3.2 History of Indigenous Studies and Nature Area Conservation at Trent

Trent has been a leader in Indigenous Studies for more than 50 years, being the first University in Canada and the second in North America to form an academic department devoted to the study of Indigenous peoples and Indigenous knowledges. The Michi Saagiig of Curve Lake First Nation were among the group of original donors who helped to create Trent University in 1964. In 1969, the first department of Indigenous Studies in Canada was created at the University. From there, a series of firsts followed, including the first Indigenous elder hired to teach Anishinaabemowin language and culture, Elders and Traditional Peoples Gathering, the creation of Indigenous Environment Studies B.A. and B.Sc. programs and most recently the launch of the co-op stream in applied Indigenous knowledges. In keeping with this leadership in environmental and Indigenous studies, Trent took a collaborative approach to its land-based planning during the creation of the TLNAP and prioritized the collection and inclusion of Indigenous knowledge and engagement with the local First Nations.

Trent also has a long history of nature conservation (Figure 5), dating back to the late 1960s, when 250 acres of land was first set aside from development to serve as a research and teaching centre, which became known as the Trent Wildlife Sanctuary.

This history is thanks to several current and past faculty, students, and staff of Trent and local community members that have repeatedly advised on the importance of maintaining these natural features on the landscape. Since that time, and through a series of planning exercises, Trent Nature Areas account for 54% of the Symons campus area. In the most recent iteration in the TLNAP, that included a 4% increase (20 ha) to the nature area boundaries.

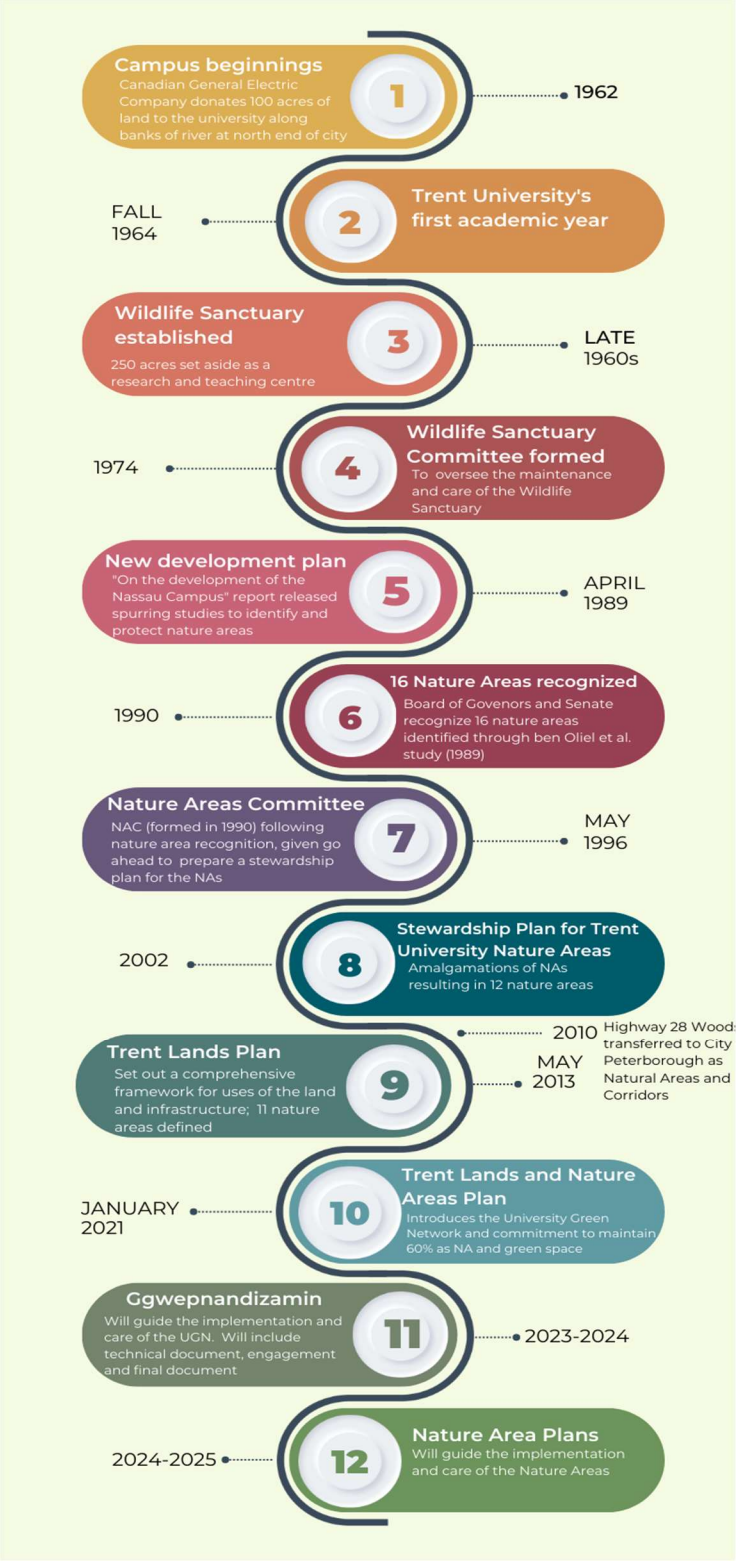


Figure 5: Trent University Conservation History

3.3 Geological and Landscape Context

The UGN is situated within the Mixedwood Plain Ecozone and the Lake Simcoe-Rideau Ecoregion. The natural features within the UGN are characteristic of the Peterborough Ecodistrict (6E-8) with the presence of drumlin fields occurring as frequently as two to three within a square kilometre. The Peterborough Drumlin fields are the result of the latest glaciation period, the Wisconsin, and their orientation in a northeast-southwest direction, indicates the movement of the ice (Gillespie and Acton, 1981). Deciduous and mixed forest, and large deciduous swamps of the Great Lakes – St. Lawrence Forest region are found amongst a landscape dominated with crop and pasture lands (Wester et. al., 2018).

The UGN falls within the Otonabee Region Watershed covering an area of 1,951 square kilometres, and in the Otonabee River sub watershed. All water flowing within the UGN ultimately drains into the Otonabee River (Odoonabii-ziibi). Soils consist of varying calcareous loam varieties with small organic pockets, drainage ranges from well-drained to poorly drained (Gillespie and Acton, 1981).

Much of the area within and surrounding the UGN was cleared for farmland or timber in the mid to late 1800s and some still remain as active farmland, while other farmland areas have been inactive for roughly 60 years (Trent University, 2021b). This history of disturbance is evident within the species and communities observed today. Those features that persisted due to their unsuitability for agriculture (wetlands) or were retained as a resource (woodlots), show a higher diversity of native species.

On the broader landscape, the UGN is surrounded by agricultural and natural lands to the east, rural and natural lands to the south, residential areas to the west and a mix of agriculture, natural, commercial and residential land to the north. Topography is highly variable, with elevations ranging from 254 m to 212m (OMNRF, 2023). Within the campus boundary there are seven drumlin features. The UGN is connected through the waterways to Hiawatha, Alderville, Curve Lake, and Scugog Island First Nation Reserve lands. It is also linked to protected and conserved areas within the Kawartha lakes, including the James McLean Oliver Ecological Centre- a 109-hectare waterfront property on Pigeon Lake owned by Trent University.

3.4 Cultural heritage significance for Michi Saagiig peoples

The original name for the Kawarthas, “kawaatehgahmog” means in English the “land of shining waters”, referring to the lakes, rivers, creeks, beaches, forests, marshes, and grasslands of the area (Migizi and Kapyrka, 2015). What is now known as Peterborough was called Nogojiwanong which translates to “a place at the end of the rapids” (Trent University, 2023). This was because the Otonabee (Odoonabii-ziibi) river was once a series of rapids making travel from the top end of Buckhorn Lake to

Lovesick Lake, to Stoney Lake to Little Lake very challenging and long. The Chemong Portage, an 8–10-kilometre footpath was used to save a lot of time to get into the Kawartha Lakes system (Chemong, Buckhorn and Pigeon Lakes). This footpath now forms present-day Reid Street and Chemong Road and it was believed it began around the present-day King Street (Migizi and Kapyrka, 2019). Salmon used to migrate from Lake Ontario up to Stoney Lake, Eels once graced the waterways, Chemong Lake was so thick with wild rice that only a small path existed up the middle of the lake to canoe through, wildlife was abundant making the area prime hunting grounds, and Woodland Caribou once existed in the area (Migizi, 2018; Migizi and Kapyrka, 2019). This is how the Michi Saagiig peoples remember what the land and waters used to be. Much has changed on the landscape since this time, with the arrival of Europeans, the Nassau Mills sawmill, the construction of the Trent Severn Waterway and Chemong railway and the land alterations associated with agriculture and development.

3.5 Ecological significance

In Ontario, significant' features are identified within the Provincial Planning Statement (PPS; 2024) and receive varying levels of protection during the land use development process. These features include significant wetlands, significant woodlands, significant valleylands, significant wildlife habitat, and Areas of Natural and Scientific Interest (ANSI). Fish habitat and habitat of endangered and threatened species are also protected by the province, though are not referred to as 'significant' in the same way. Criteria for what is 'significant' is established by the province; however, a municipality is free to establish their own enhanced significance criteria to guide development. The City of Peterborough generally adopts the provincial criteria in their Official Plan outlined within the PPS. Similarly, in this document, provincial criteria are used when referring to 'significant' features.

Previous studies have verified the importance of wetlands in the area. Wetland and water feature regulations are under the jurisdiction of the Otonabee Region Conservation Authority. Within the UGN there are two provincially significant wetlands: the Nassau Mills Wetland Complex and Kiiktaanaa Mash'ing Wetland Complex, both of which represent large areas within the UGN. Wetland areas deemed provincially significant are afforded protection under the PPS, and so are adjacent lands, unless studies demonstrate no negative impacts on the natural features or on their ecological functions (PPS, 2024). Several unevaluated wetlands are also present. Work to inform the Natural Heritage Report (Trent University, 2021a), which was part of Phase 1 of the TLNAP identified six significant woodland blocks and five additional blocks that are pending further assessment. Confirmed Significant Wildlife Habitat includes Seeps and Springs, Habitat for Rare and Special Concern Species, Amphibian Breeding Habitat (Woodland), and Amphibian Movement Corridor (Trent University, 2021a). There are no Areas of Natural or Scientific Interest (ANSI) within the UGN, however ANSIs of regional

and provincial importance are located close by. Peterborough Drumlin Field No. 1, a regional earth science ANSI is located just half a kilometer east of Wildlife Sanctuary Nature Area and Peterborough North Quarry, a provincially significant earth science ANSI is roughly 800 m north of Promise Rock Nature Area.

The City of Peterborough's Natural Heritage System identifies the Trent Nature Areas under the Natural Areas' designation and illustrates the regional and proximity linkages provided by these areas. The intent of the Natural Area's designation, as recognized by the City of Peterborough's Official Plan (2025), is for protection and conservation of natural features and biodiversity that contribute to the health of the Otonabee River Watershed. With this designation comes policies that provide protection at different levels based on the significance, size, and function of the feature. These include Level A features – which are intended to be protected in situ; Level B features – for which functions are intended to be preserved unless it can be demonstrated that a net gain can be achieved through mitigative or compensatory measures; and Level C features – which may be removed if there is an opportunity to replicate form and function elsewhere within the City (Section 4.6.2(b); City of Peterborough OP, 2025).

The regional connections identified within Schedule F of the City of Peterborough's Official Plan (OP) (2025) illustrate how the outer boundaries of the UGN (and Trent Nature Areas) contribute to Peterborough County's Natural Heritage Features (County of Peterborough, 2025; Township of Douro-Dummer Official Plan – Schedule 'A4-1', 2014). They represent functional importance beyond the boundaries of the City of Peterborough and the Symons Campus and highlight the need to maintain connectivity, and where possible, enhance this connectivity. Similarly, proximity links, identified in Schedule F (City of Peterborough, 2025) that are within the UGN, illustrate areas that provide a connection between Natural Areas and should be treated as Level B features within the Natural Heritage System (City of Peterborough, 2025).

Field studies from 2022 to 2025 observed 17 species at risk (Appendix B) - for which habitat may be considered a Level A feature and is considered a significant feature under the PPS (2024). Current and past species observations include approximately 12 amphibian species, 9 reptiles, 35 mammals, 195 birds, 262 insects, 8spiders, 23 fish and 457 plants. Ongoing inventories will continue within the UGN to maintain this database.

3.6 Symons Campus and Current Land Use

The UGN is situated in a built environment on Trent University's Symons Campus. Spanning 583 hectares, the campus core covers 70 hectares and is home to most of the infrastructure, including 30 buildings, green spaces and gardens, 26 parking lots (four of which are permeable), two sports fields, a beach volleyball court, the Trent Vegetable Garden, rooftop garden, and two traditional areas (Figure 4). In the 2024/25

academic year, Trent University had 10,967 students and 2,257employees on the Peterborough campus, which includes Traill College in downtown Peterborough.

Current University development initiatives (total of roughly 47 ha) include Cleantech Commons, the University-Integrated Seniors Village, and a new residence/academic building that will be home to the Gidigaa Migizi College and new Otonabee College residence. The remaining land will be maintained for future University uses (115 ha). In keeping with the objectives of the TLNAP, current and future initiatives will aim for a net-benefit approach to land planning to maintain the ecological functions and connectivity proposed within this document.

The Symons Campus includes over 20 km of recreational trails, and the Nature Areas are used routinely as on the land-living lab space by Trent researchers, classes, and Camp Kawartha Environment Centre students and campers. They are also regularly used recreationally by the Trent and surrounding communities. The Trent Research Farm, within the UGN, is currently 10 ha and over time will expand to 22 ha.

The Symons Campus is bound and accessed by Water Street, Pioneer Road, University Road, Nassau Mills Road, Armour Road, Woodland Drive and Douro 9th Line. Water Street, University Road, Armour Road, and part of Nassau Mills Road are high-capacity arterial roads. Pioneer Road is a medium capacity arterial road. The north/south portion of Nassau Mills Road is low capacity arterial. These roads are currently two laned and are owned and managed by the City of Peterborough. Douro 9th Line, owned and managed by the Township of Douro-Dummer, is unpaved. Interior roads owned and managed by Trent include West Bank Drive, East Bank Drive, and Gzowski Way totaling 2.7 km.

The Otonabee River (Odoonabii-ziibi) runs through the center of the campus for 3 km. There are two power generating stations on the river within the campus boundary: the Stanley Adamson Powerhouse at the south end, and the Robert G. Lake Generating Station at the north end. The river is also part of the Trent-Severn Waterway (TSW) for 2.3 km between Lock 21 and Lock 23 (Figure 7). The TSW is maintained and operated by Parks Canada and sees many visitors through the waterway from May to October.

The Stanley Adamson dam is owned by TSW/Parks Canada, and the powerhouse is owned by Trent University, but both are operated by Trent Energy Inc. The Robert G. Lake Generating Station is owned by TSW/Parks Canada and is operated through the Trent Rapids Power Corporation. Lands associated with the powerhouse are leased from Trent University.

4.0 Vision

The vision for Ggwepnandizamin is:

To put our best effort forward, together, to accomplish something important. Through Ggwepnandizamin, with ongoing engagement from the Michi Saagiig Anishnaabeg, Trent University will create a balanced and connected University Green Network within Trent's Symons Campus where the land and water is cared for and shared with all living things, honouring the generations before us, and ahead of us.

5.0 Composition of the UGN

To better describe the composition of the UGN, the TLNAP places features into one of three categories: **Natural Features and Areas, Ecologically Supportive Features and Areas, and Hydrologically Supportive Features and Areas**.

These are then further broken down into the feature and area types listed below. For detailed descriptions of each refer to Part II Section 6.2 of the TLNAP.

Natural Features and Areas:

1. Wetlands
2. Woodlands
3. Open country habitats (tallgrass prairie, shrublands and savannas)
4. Ecological buffers

Ecologically Supportive Features and Areas:

5. Wildlife corridors
6. Regenerative agriculture
7. Naturalized green spaces

Hydrologically Supportive Features and Areas:

8. Manicured Quads
9. Natural and Manicured Sports Fields

Moving forward, only features and areas 1 -7 have been included in the 60% calculation that makes up the UGN (Figure 6) in recognition that features 8 and 9 may be affected by intensification within the Campus Core over time. It is acknowledged that the hydrologically supportive features and areas (8 and 9) play a role as permeable surfaces that allow infiltration of water to support groundwater systems; however, these lawn areas provide limited ecological benefits, beyond their hydrological function, because of their use and purpose. If strategic plantings and biodiversity enhancement initiatives are proposed within the manicured quads and sports fields, Ggwepnandizamin can be used to support and advise as needed.

The UGN is represented through a diversity of habitat types that provide complexity within the local landscape and in turn support a range of different species. The following table (Table 1) provides a breakdown of land cover types within the UGN taken from Southern Ontario Land Resource Information System (SOLRIS 3.0), TLNAP and field investigations, and explains how they will be represented within this plan.

Table 1: Land cover types/class descriptions within the UGN from Ontario Land Cover (v1.0)

Land Cover Type	Area coverage (ha)	% UGN	Associated TLNAP feature and areas	Associated Target
Coniferous Forest	21.2	5.8	Woodland (2), Wildlife Corridor (5)	Forests & Woodlands
Deciduous Forest	28.2	7.7	Woodland (2), Wildlife Corridor (5)	Forests & Woodlands
Mixed Forest	38.8	10.6	Woodland (2), Wildlife Corridor (5)	Forests & Woodlands
Treed Swamp	91.5	25	Wetlands (1), Wildlife Corridor (5)	Wetlands
Thicket Swamp	1.4	0.38	Wetlands (1), Wildlife Corridor (5)	Wetlands
Marsh	2.9	0.80	Wetlands (1), Wildlife Corridor (5)	Wetlands
Open Water	13.2	3.6		Odoonabii-ziibi and Streams
Hedgerows	0.5	0.14		Forests & Woodlands
Cropland	6.3	1.7	Regenerative Agriculture (6)	Regenerative Agriculture
Hay/Pasture	103.3	28.2	Regenerative Agriculture (6)	Regenerative Agriculture
Meadow	0.3	0.08	Open Country Habitats (3)	Open Country
Shrubland	54.5	14.9	Open Country Habitats (3)	Open Country
Anthropogenic	1.4	0.38	-	-
Transportation	1.9	0.52	-	-
Build-up areas pervious	1.0	0.27	Manicured Quads (8), Natural and Manicured Sports Fields (9)	-

The following section introduces targets that align with conservation standards terminology. These include biodiversity and complementary targets which will form the finer scale composition of the UGN and are the basis for setting goals, strategies, and actions.

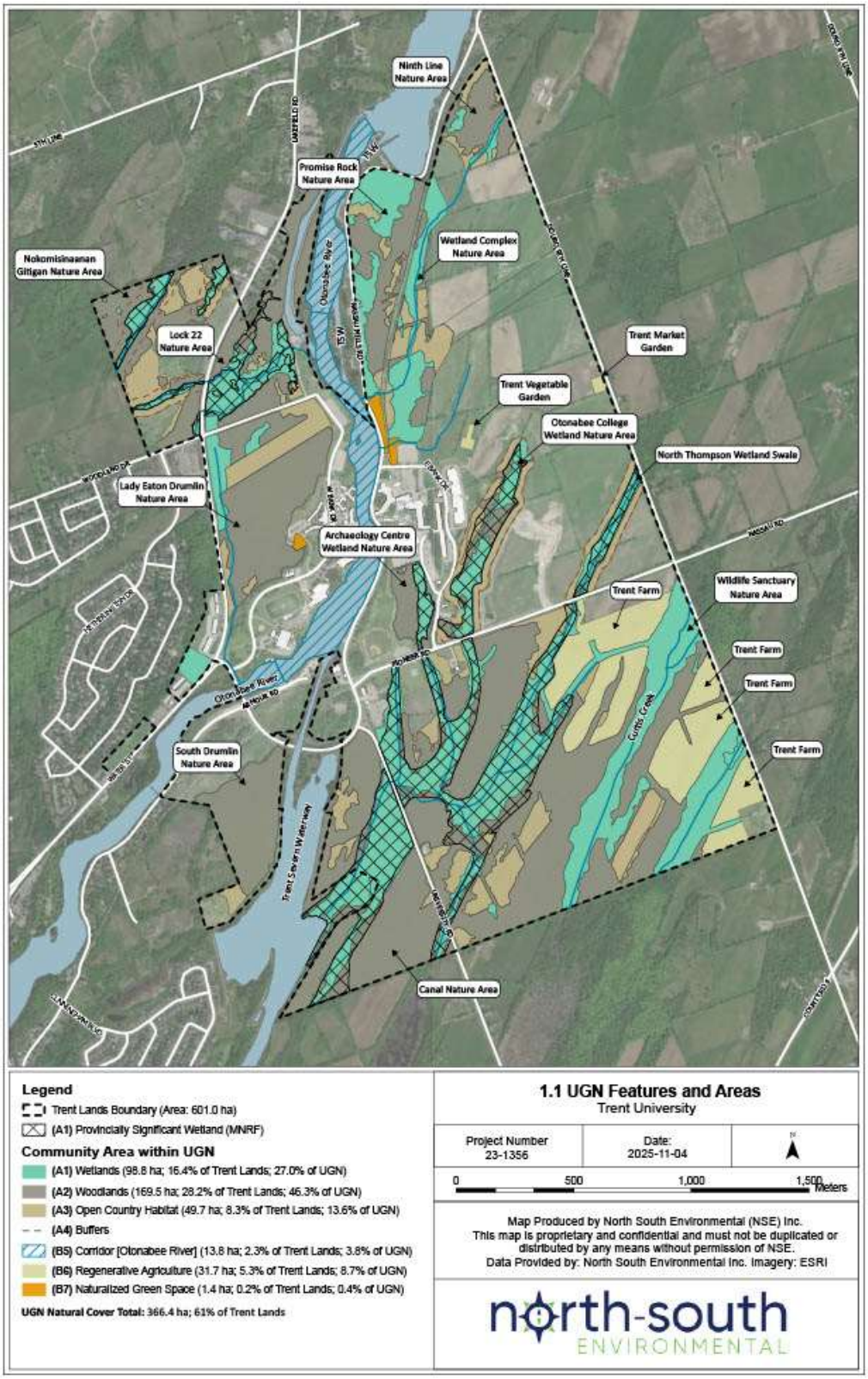


Figure 6: UGN features and areas.

6.0 UGN Targets

As described in section 1.2, targets represent what you care about and care for within the project scope. As described in the TLNAP (Trent University, 2021b), the UGN provides an opportunity to refine targets that reflect existing conditions.

The UGN supports seven targets that align with the language used in the Conservation Standards. A description of each is provided, as well as their importance and condition as it exists today. Existing conditions are used to determine their status. There is no hierarchy in the importance of one target over another and the focus on one or another is dynamic, however, more focus may be placed on those targets whose status is poor or fair. Figure 7 depicts what we can map spatially. Though we have identified different habitats and the species they support, there is an understanding and teaching that all life forms are interconnected and co-dependent. Each has a role to play, and without one, the system becomes unbalanced. As climate change continues to affect ecological conditions, each target may experience pressures that influence its long-term viability. Considering climate resilience, both ecological and cultural, helps ensure that targets remain functional, interconnected, and adaptable in the face of environmental change. For each target, the importance of that feature to Michi Saagiig Anishnaabeg has been described based on the information that has been shared with the Trent team. Reflections also include knowledge shared through Michi Saagiig Nishnaabeg: This is our Territory (Gidigaa Migizi, 2018).

6.1 Biodiversity targets:

6.1.1 Michi Saagiig Knowledge Systems

"To have biodiversity is to have Indigenous people" (G. Pritchard, personal communication, April 25, 2023). The Michi Saagiig have cared for this land since time immemorial, representing thousands of years of experience in carrying out their responsibility to the land and waters. “Every speck of dust in this part of Ontario has been raised by our feet”; “this place is very much a part of our soul, very much a part of our spirit” (Migizi, 2018). Michi Saagiig Elders and Knowledge Holders have the tools as historians to know what was here. Thousands of years have been spent watching, listening, and thinking about the world around us and observing the connections (Conroy et al. 2012). The fish, animals, plants, water and trees are harvested with care and ritual, as was instructed in the original instructions given to them at the time of creation (Migizi, 2018). For this reason, Michi Saagiig Knowledge Systems have been identified as a key target in relation to the UGN. Framing it this way highlights how indigenous Knowledge Systems are deeply connected to representing and advocating for biodiversity and relationships within an area. This approach also creates opportunities for (re)learning, mentorship, access and collaboration.

Given the history of exclusion within their territory and an inability to practice their traditional practices, some Michi Saagiig knowledge of the current state of the waters and habitats on Trent Lands is unknown. A strong commitment of Ggwepnandizamin is to allow time and space for the Michi Saagiig Anishnaabeg and Williams Treaties First Nations to reconnect and learn about the land and waterways as it exists today so we can care for them in a reciprocal way. As climate conditions continue to shift, Michi Saagiig Knowledge Systems provide critical insight into how ecosystems respond over time. Their teachings can guide adaptive and culturally grounded approaches to resilience planning.

6.1.2 Wetlands/M’shkiik

Wetlands, or m'shkiik are a prominent and important feature across the UGN, representing 27% (98.8 ha) of the UGN. These include two provincially significant wetland complexes (Nassau Mills Provincially Significant Wetland and Kiiktaanaa Mash’ing Wetland Complex), along with a series of unevaluated wetlands. As defined by the City of Peterborough OP (2025) and the Natural Heritage System Background Report (Beacon Environmental Ltd, 2021) wetlands are lands seasonally or permanently covered by shallow water, and lands where the water table is close to or at the surface and is dominated by either hydrophytic or water tolerant plants. Within the UGN, the wetlands are mostly forested swamps, consisting of deciduous, mixed, and coniferous mineral and organic swamps, with the occasional riparian thicket swamp and meadow marsh wetland types along streams, wet swales and along the Otonabee River and Trent-Severn Waterway shoreline. As is characteristic of swamps and meadow marshes, most of these areas experience periodic flooding in the spring and then dry up over the hot summer months. Nested targets include turtles, swallows, marsh birds, amphibians, including habitat for the federally listed species at risk, western chorus frog (*Pseudacris maculata pop. 1*), eastern white cedar, broad-leaved cattail, and the federally and provincially listed black ash/Baapaagigun.

In alignment with TLNAP, wetlands are presumed to be provincially significant until evaluated using the Ontario wetland evaluation system. Trent has committed to protecting wetlands, using a layered approach that includes thoughtful site design, buffering, and construction management and monitoring to ensure minimal to no impact on adjacent wetlands (Trent University, 2021b). All wetlands, including non-provincially significant wetlands, are regulated by Otonabee Conservation under Ontario Regulation 167/06 *Regulation of Development, Interference with Wetlands and Alterations to Shorelines and Watercourses.*

Wetlands offer a remarkable range of ecological and hydrological benefits to the landscape, making them among the most valued ecosystems on the plant. Their vital functions include water filtration, carbon storage, flood mitigation and habitat for a

variety of species. The PPS (2024) recognizes wetlands as key contributors to the hydrological function of a watershed. Their protection is essential in achieving water quality and quantity objectives.

Wetlands are biologically diverse, seasonally dynamic, and support many species throughout the year in the form of habitat, breeding grounds, and food. Those that have remained untouched from development and agriculture serve as natural cover and are critical wildlife corridors.

Monikers, like “nature’s sponge” or the “kidneys of the earth” reflects wetlands ability to absorb and retain water and improve water quality. As climate change intensifies storms events and drought periods, wetlands play a large role in buffering the effects through water retention, carbon storage and groundwater recharge. Their ability to absorb and release water slowly helps maintain flow and reduce flooding risks (Ontario Nature, 2024). Their vegetation acts as a natural filter to maintain water quality, while also providing resources like food and building materials (EC, 2013; Government of Canada, 2023; ORCA, 2023).

Wetlands are highly valued by the Michi Saagiig peoples. They support their cultural ways, are important for health and wellness and hold incredible and irreplaceable biodiversity. Wetlands are described as a natural medicine chest, equivalent to present day pharmacies, and are important for the cultivation and harvest of traditional medicines. The Anishinaabe word for wetland or swampy area – m’shkiik – is similar to the word for medicine – M’shkiki. Not only do they provide medicines, but food and materials for cordage, basket making and building materials. Anishnabee teachings hold high importance to water and its various forms, including wetlands. Water sustains all life, including humans, plants and animals (Trent, 2021b). Many species like fish and amphibians begin their life in wetlands. It is believed that Turtles have the role and responsibility in wetlands to keep the water/nibi clean (Conroy et al. 2012). Wetland communities are at risk, like many of the species that rely on them. As wetlands and wetland species are lost, so are the skills and people that rely on them for their craft. For all these reasons, care for the wetlands on campus is important to the Michi Saagiig.

Existing conditions

It is estimated that 80% of Canada’s wetlands in and around urban areas have been lost (ECCC, 2023). What remains needs to be protected and restored for a healthy and functioning watershed, to respect treaty rights, support Michi Saagiig peoples, and honour Michi Saagiig beliefs. The wetlands within the UGN contribute to the 11% wetland cover in the Otonabee Region Watershed (ORCA, 2023) and the 9% wetland cover within the City of Peterborough (Beacon Environmental, 2020). With 618 ha (9%)

of wetland in the City of Peterborough, the wetlands within the UGN make up 113 ha of that total, or 18%.

Given the topography and landscape, the wetlands within the UGN are all in close proximity to each other and include a high diversity of wetland types, including coniferous, mixed, and deciduous swamps, thickets and meadow marshes.

Despite their proximity, their natural connectivity is poor, largely due to road density within the Symons campus. Within the Trent Lands boundary, there are almost 17 kilometres of roadways. This creates wetland edges (4, 332 metres, or 11%, of wetland edges are created by roads) and fragmentation which is known to have a significant impact on species richness (Findlay and Houlahan 1997). When roads are directly adjacent to wetlands, this also has devasting impacts on turtle and amphibian populations, as they are particularly vulnerable to road mortality, (Ashley and Robinson, 1996; MECP, 2019). Road networks are considered a main threat to blanding's turtles (*Emydoidea blandingii*), listed as an endangered species federally and threatened provincially. This risk increases for mature females who move across the landscape to find suitable nesting sites (MECP, 2019).

As expected, the risk of road mortality increases significantly based on the volume of traffic per hour. Traffic counts conducted by the City of Peterborough in the fall of 2022 show a high level of traffic through the campus on municipal roads. University Road and Pioneer Road, two high-capacity arterial roads which pass through a series of wetlands see over 4,000 cars per day (City of Peterborough, 2023a). As residential and commercial development occurs in the surrounding area, this volume is likely to increase.

Beyond the risk of road mortality, the presence of roads adjacent to wetlands leads to increased run-off and sediment from road salt and maintenance, and a higher incidence of littering and dumping. Increased rainfall intensity from climate change can lead to greater runoff volumes and more transport of salt and contaminants into wetland systems (Ontario Nature, 2024). Knowledge of wetland water quality is variable throughout the UGN, but many areas that have been studied show exceedances with regards to pH, total Phosphorus, conductivity, salinity, and chloride.

Opportunities exist to address these impacts through mitigation efforts on the existing transportation networks (roads and trails) and bringing road ecology principles and practices into the planning and design of new portions of the network that are owned and managed by Trent University (Trent University, 2021b). It should be noted that most of the road infrastructure on campus is owned and managed by the City of Peterborough, which presents both limitations and opportunities for engagement and partnerships.

Non-native invasive plant species are present in the wetlands in varying extent and abundance and may be an indicator of wetland health and can direct restoration priorities (SERO, 2025). The Society of Ecological Restoration Ontario (SERO) has ranked invasive exotic plants into four categories based on a series of criteria and their behaviour, distribution, persistence, and level of functional change they cause (SERO, 2025). Category one species (considered top priority) found in or adjacent to the wetlands within the UGN include European buckthorn (*Rhamnus cathartica*), invasive phragmites (*Phragmites australis spp. australis*), reed canary grass (*Phalaris arundinacea*), wild parsnip (*Pastinaca sativa*), Eurasian water-milfoil (*Myriophyllum spicatum*) and European frog-bit (*Hydrocharis morsus-ranae*). Category two species (medium priority) include purple loosestrife (*Lythrum salicaria*) and narrow-leaved cattail (*Typha angustifolia*). Species within category one are considered a threat to natural areas because they disperse widely and quickly and should not be planted. Category two species disperse widely and are threat to biodiversity wherever they occur. Control of these species will occur where possible and prioritization will factor in current extent and opportunities for eradication and prevention. This list is expected to change over time as we experience climate shifts and species movement.

Emerald ash borer (EAB) and its impacts are evident throughout the UGN, with significant loss and decline of ash trees in the wetland swamps. This includes black ash/Baapaagigun, listed as endangered in Ontario in 2022 and considered a keystone species for its ecological and cultural role (FGCA, 2025). Black ash holds cultural and spiritual significance to local indigenous communities for basketmaking and several other uses (FGCA, 2025) and appears to be the most vulnerable of the ash trees in Ontario to EAB (COSEWIC, 2018).

6.1.3 Forests and Woodlands/ Megyaak'iing

Forests and woodlands have a strong representation throughout the UGN and cover 46.3% (169.5 ha) of the area. These features include small and large wooded areas, consisting of coniferous, mixed, and deciduous forests (tree cover >60%), deciduous woodlands (35% < tree cover <60%), and coniferous plantations at varying degrees of succession. For the purposes of connectivity and addressing wildlife movement, this target also includes wooded hedgerows.

The City of Peterborough OP (2025) and Natural Heritage System Background Report (Beacon Environmental Ltd., 2021) define *woodlands as treed areas, woodlots and forested areas, including treed wetlands, but excluding cultivated fruit and nut orchards and plantations for the purpose of producing Christmas trees or nursery stock.* This includes ecological land classification communities that are greater than or equal to 0.2 ha in size and are identified as forest (coniferous, mixed, or deciduous), swamps

(coniferous, mixed, or deciduous), and cultural (woodland, plantation). If treed wetlands are included in the analysis, forest cover on campus increases to 69%.

As part of phase 1 of the TLNAP, the Natural Heritage Report (Trent University, 2021a) conducted a preliminary assessment of significant woodland patches and candidate significant woodlands throughout the UGN, based on criteria outlined in the Natural Heritage Reference Manual (NHRM) (OMNR, 2010). Of the 29 woodland patches within the Trent Lands boundary, 4 were significant based on the 20 ha size criteria. An additional 4 meet the 4-ha threshold in addition to other criteria. While this is preliminary, site-specific study will confirm significance. Moving forward, the City of Peterborough OP (2025) interpretation of a significant woodland will be used. Here significant woodlands are either woodlands greater than 2 ha in size, or woodlands greater than 0.5 ha in size that directly supports species at risk (SAR), or are within 30 m of a PSW or watercourse, or are identified as part of a corridor or linkage, or are dominated by native trees that are older than 100 years and have late successional characteristics (City of Peterborough, 2025). Candidate old growth forest was also identified in the Wildlife Sanctuary Nature Area. Nested targets include species-at-risk forests birds (Eastern wood pewee (*Contopus virens*), wood thrush (*Hylocichla mustelina*) and red-headed woodpecker (*Melanerpes erythrocephalus*), sugar maple bushes, butternut (*Juglans cinerea*), bats, area-sensitive birds, and amphibian breeding habitat (woodland) and movement corridors.

“Forests and woodlands” represent the woodlands identified in the “natural features and areas category 2” and “wildlife corridors category 5” (ecologically supportive features and areas) (Section 5 above) in the TLNAP. The decision to change the name to forests and woodlands in this plan is important as the two are different vegetation communities. Though they both contribute to forest cover, forests and woodlands have different needs, provide different habitats, and support different species. Hedgerows have been included, as a precaution in this target as they function as linear treed features and, in this agricultural landscape, may play a role as wildlife corridors.

Forests and woodlands are important regulators of the microclimate, providing shade for a cooling effect in hot urban areas. They are important habitat for many species, offering refuge for migratory land birds, allowing for movement of species, preventing erosion, sequestering carbon, and providing oxygen (WWF, 2025; EC 2013). Forests and woodlands are also areas for recreation and nature enjoyment. Forests have been referred to as the ‘lungs of our planet’ (Government of Canada, 2023) and must be healthy and of sufficient size to function properly and support these important tasks.

Forests are highly valued by Michi Saagiig peoples. Trees/Mitigook provide the gift of oxygen and with each exhale of carbon dioxide this is returned to the trees (Conroy et al. 2012). Trees have responsibilities as carbon storers, air purifiers, providers of fire,

and makers of shade. They provide food that supports bugs and become homes for birds and small mammals (Conroy et al. 2012). Trees also support Michi Saagiig culture and provide medicines and materials. The notion of food forests has a literal meaning with Michi Saagiig peoples with the quantity of food sources available. White Cedar (*Thuja occidentalis*), one of the four sacred medicines, is found in abundance within the UGN. All are harvested with care, respect, and ritual taking only what is needed. Additional culturally valued trees within the UGN include white ash (*Fraxinus americana*), elm (*Ulmus sp.),* white pine (*Pinus strobus*), paper birch (*Betula papyrifera*), poplar (*Populus sp*.), basswood (*Tilia americana*), white spruce (*Picea glauca*), oak (*Quercus sp.)* and willow (*Salix sp.)* to name a few. Little people trees are important and have been identified on campus. Traditional knowledge also emphasizes the recognition of seasonal signs from the environment of climate stress, such as phenological shifts or indicator species.

Maple bushes were lost during the treaty making process, and Elders remember wanting to keep the maple bushes so that they could collect sap and make maple sugar to maintain their sustenance (Migizi, 2018). As part of the University's ongoing commitment to reconciliation, some sugar maple bushes within the UGN may be considered cultural areas under the Nature Areas management categories, which emphasizes respect of cultural resources.

As environmental conditions become more variable, forests and woodlands offer important buffers against environmental stressors such as heat, drought, and flooding. Their capacity to moderate microclimates, store carbon, and support native species makes them an essential component of a climate-resilient landscape. Continued stewardship, guided by both ecological knowledge and Michi Saagiig teachings, can help these forests adapt over time, while maintaining their cultural, ecological, and community value.

Existing conditions

In Ontario, south and east of the Canadian Shield it has been estimated that over 70% of the woodland cover has been lost since 1800 for agriculture, lumber, firewood, industry, and housing; with much of this occurring between 1800-1920 (Riley and Mohr, 1994; Larson, 1999; OMNR, 2010). In Peterborough County, the percentage loss of all woodland and scrubland within this same timeframe is 67.1% (Larson, 1999). Improving forest cover throughout southern Ontario has seen momentum with afforestation efforts, but losses are still occurring, largely due to agriculture (Forests Ontario, 2020).

The forests and woodlands within the UGN make up 22% of the 1,070 ha of woodland within the City of Peterborough (which includes treed swamps) and contributes to the 16% forest cover within the City of Peterborough (Beacon, 2021). The Otonabee River

sub watershed was rated as good for forest condition in relation to forest cover, forest interior, and forested riparian cover (ORCA, 2023).

In an urban landscape, it is expected that forest patches will be fragmented and separated from each other by roads, trails, and buildings. Forests and woodlands twenty metres or more apart are considered separate patches (OMNRF, 2010). Using this threshold, all forest patches within the UGN are deemed separate from neighbouring forest and woodland patches. This results in a reduction of patch size and thus limits forest interior habitat for area-sensitive species.

Non-native invasive plants and forest pests are abundant throughout the UGN and may be an indicator of forest health and restoration priorities (SERO, 2025). Category one species (considered top priority) ranked by SERO (2025) that are found in or adjacent to the forests and woodlands within the UGN include garlic mustard (*Alliaria petiolata*), European swallowwort (dog strangling vine) (*Cynanchum rossicum*), goutweed (*Aegopodium podagraria*), European buckthorn, Japanese knotweed (*Fallopia japonica*) and invasive honeysuckles (*Lonicera sp*.). Category two species of medium priority include Manitoba maple (*Acer negundo*), and lily-of-the-valley (*Convallaria majalis var. majalis*) (SERO, 2025). Control of these species will occur where possible and prioritization will factor in current extent and opportunities for eradication and prevention. This list is expected to change over time as we experience climate shifts and species movement.

Emerald ash borer was first detected in the City of Peterborough in the summer of 2014, and its impacts are evident throughout the UGN (City of Peterborough, 2025b). Ash trees were a significant component of the tree canopy on campus and there has been a significant loss and decline of ash in the forests and woodland habitats. Echoed by Michi Saagiig Elders and Knowledge Keepers, ash trees are in difficulty. There is a lot of concern about this and its widespread scope across the area.

Plantations within the UGN consist mostly of red pine (*Pinus resinosa*), white pine (*Pinus strobus*), Austrian pine (*Pinus nigra*), scots pine (*Pinus sylvestris*), and white spruce (*Picea glauca*). The plantation in the Lady Eaton Nature Area and by the Founders Walk were planted in 1952 by the Kiwanis Club and the Lakefield High School Forest club. With permission from General Electric (who owned the land at the time), a total of 5,000 trees were planted (Mann, 1992), therefore, the plantations in this location are over 70 years old. No thinning activities have occurred to open the canopy to allow growth of successional species, other than natural disturbance events, and thus natural succession within the plantations has been suppressed. The low species diversity and lack of understory cover is reflective of this, and the result is a simplified forest.

The forested areas within the UGN provide recreation opportunities for the Trent community and local residents, and host much of the 20 km of recreational trails on

campus. Though it is an incredible benefit to the community, trails do introduce a range of incompatible uses and can be a vector for invasive species. Incompatible uses include mountain biking, all-terrain vehicles (ATV) and snowmobiles, informal trail creation, firepits, littering and dumping, and off-leash dogs.

6.1.4 Open Country/ Skoosniing

Open country habitats represent 13.6% of the UGN, featuring communities with less than 35% tree cover and includes savannah, thickets, old fields, and meadows. Cultural savannah (25% < tree cover > 35%) and cultural thickets (tree cover </= 25% and shrub cover > 25%) are habitats often referred to as early successional habitat and includes open communities that are in various stages of succession to a woodland. Thicket swamp habitat is also present in the UGN but has been included under the wetland target. Open country includes candidate shrub and early successional breeding bird habitat identified in the Natural Heritage Report (Trent University, 2021a). Meadows within the UGN are herbaceous communities with an agricultural legacy (pasture and hay) or are industry right of ways (hydro lines). Within the UGN, thickets and meadows often act as an important ecological buffer adjacent to the river, provincially significant wetlands, and significant woodlands. These open country features will be maintained to support the minimum vegetation protection zones (VPZ) as listed in Table A within the City of Peterborough OP (2025), providing protection as an ecological buffer when a natural feature is adjacent to lands subject to development. Nested targets include shrubland birds (field sparrow, brown thrasher, Eastern towhee, willow flycatcher), many of which are experiencing steep declines (EC, 2014), tree swallows, monarch butterfly and grassland birds.

Historical records of native grasslands suggest that they did occupy several hundred hectares in the Kawarthas, largely around the north and south shores of Rice Lake, named by the Michi Saagiig Peoples as Pamitaashkodeyong, which translates to “Lake of the Burning Plains”. This is because when the Michi Saagiig people moved through the area they saw the fires reflected in the waters of Rice Lake and Lake Ontario. These fires were the burning practices of the Huron-Wendat, who were allowed by the Michi Saagiig and Odawa alliance to settle in the area via wampum. They were known as the “people who live in longhouses” and they cleared the land using fire for various uses, such as agriculture, grazing, and for sight lines (ABOS, 2018; Bakowsky, 2009; Migizi, 2018). These burning practices allowed for the establishment of native grasslands or tallgrass prairie ecosystems (tallgrass prairie and savannah), which require this disturbance to be maintained on the landscape (ABOS, 2018). Within the City of Peterborough, between approximately present-day Parkhill Road and King Street and as far west as Park Street and east to the river, was once an expansive savannah. A remnant oak tree from this time still stands as a gentle reminder of the past near

downtown Peterborough (Bakowsky, 2009). There are no accounts that show native grasslands existed with the UGN pre-European settlement (Bakowski, W. personal communication, Feb 22, 2023) and therefore the open habitats that make up this target are referred to as ‘surrogate’ or non-native grassland habitat because they have developed as a result of European activities (MDNR, n.d.). To maintain habitat diversity within the UGN, savannahs, thickets, meadows, and old fields are considered a biodiversity target, despite their agricultural or industrial legacy.

Having a combination of habitat types will support more biodiversity. Shrub and early successional habitat is declining in Ontario and is important for some declining bird species (OMNR, 2015). In the absence of native grasslands, surrogate grasslands are an important driver for species that depend on open country habitat, including grassland birds (EC, 2013). According to the State of the Birds Report, grassland birds have seen the biggest declines of any habitat type in North America (BirdLife International, 2022). The Monarch butterfly is also associated with this target as meadows and old fields provide both breeding and nectaring habitat. The presence of monarch butterflies indicates a healthy ecosystem. To Michi Saagiig people, Monarchs are very special and are quite sensitive. Their primary source of food, milkweed, needs to be preserved. Meadows are also an important habitat for pollinators, small and large mammals, act as a corridor for wildlife movement and help to sequester carbon.

These types of communities are transient, and if they do not experience regular maintenance or disturbance to keep tree species from growing up and moving the community to woodland, open country habitat can be lost within 10-15 years (Audubon, n.d). Thus, a maintenance regime is an important tool to ensure their continued presence in areas deemed appropriate and feasible.

Existing conditions

As the land was settled and agriculture became a primary use, the natural ecosystems of the area were lost (ABOS, 2018). Today, native grassland habitats are the rarest ecosystem in Canada, with less than 3% remaining in Southern Ontario (Tallgrass Ontario, 2019). The largest intact tract of nature grassland habitat left in Eastern Ontario is located at Alderville First Nation’s, Alderville Black Oak Savanna (ABOS, 2018). In the landscape of the UGN, there were no areas known to be native grassland, but through agricultural practices, and then the abandonment of those practices, patches were left that remain open. However small these patches are, they are supporting species in decline, contributing to the biodiversity on campus and are home to species of Michi Saagiig value.

The Bird Conservation Strategy for Bird Conservation Region 13 in Ontario Region (EC, 2014) identifies the need for landscape-level planning to ensure enough shrub and early successional habitats are maintained in a landscape, however, not much is known on how much shrub habitat is considered sufficient or the effects of management on species that rely on this habitat. For the purposes of assessing size criteria within the UGN, the Significant Wildlife Habitat Criteria Schedules for ecoregion 6E (OMNRF, 2015) were used for Shrub and Early Successional Bird Breeding Habitat, which identifies significant shrubland as thicket habitat > 10 ha in size. Average patch size for thicket will never reach the 10-ha mark due to the limited space available within the UGN, but indicator species (brown thrasher) and common species (field sparrow) are present where thicket patches do currently exist. Work will focus on restoring these patches and maintaining them as shrubland, where appropriate.

As with thicket habitat, average patch size for existing meadows is small (~1 ha) and because of this, it is unlikely that average patch size can be increased to a point where a range of different species with area-sensitivity can be met. The surrounding agricultural landscape is augmenting this, and so habitat size might not be an important factor in habitat selection for bobolink, Eastern meadowlark, savannah sparrow, and grasshopper sparrow in this area (McDonald and Koper, 2022). The merit and conservation of small ‘grassland’ patches is becoming more evident and ignoring the conservation potential of small patches could limit the wildlife and plants supported through the UGN. The continued presence of meadows will require actions to maintain them through helpful disturbances such as mowing, given their tendency to transition into forested communities without a maintenance regime. Prescribed fire is a common method of maintenance performed by Michi Saagiig communities, and will be explored, but this method may be challenging in an urban setting given operational and safety concerns.

Several of the existing open country habitats within the UGN show a resemblance to alvar habitats, where shallow soils exist over limestone bedrock with a specific assemblage of plant species. These areas include exposed bedrock or are characteristically rocky. In these areas we have observed early saxifrage, hawkweed species, strawberry, gray and blue-stemmed goldenrod, and poverty oatgrass to name a few. They do lack the indicator species used to identify the existence of these rare communities and the Ontario geological survey does not show karst features in the area, but potential features are further north and east of Lakefield. Overburden thickness data indicates that some areas within the UGN have low values, meaning the soil depth over bedrock is shallow. These areas are similar to alvar habitats but are more likely to support calcareous bedrock community types. Further investigation is warranted as alvar areas are important to Michi Saagiig people.

Non-native invasive plants are abundant to dominant throughout the savannah and thicket habitat within the UGN. Category one, top priority species include European buckthorn, invasive honeysuckles, garlic mustard, and European swallowwort (dog strangling vine) (SERO, 2025). Given the agricultural legacy, many of the existing meadows are dominated with non-native cool-season grasses, such as smooth brome (*Bromus inermis*) and orchard grass (*Dactylis glomerata*) and may be the reason for the slow woody succession (Davis et al. 2005). Category one invasive species (SERO, 2025) found within the meadow habitats include autumn olive (*Elaeagnus umbellate*), white sweet clover (*Melilotus albus*), wild parsnip, European swallowwort (DSV), invasive phragmites, invasive honeysuckles, and European buckthorn. Category two species include spotted knapweed (*Centaurea stoebe*), multi-flora rose (*Rosa multiflora*), crown-vetch (*Securigera varia*) and guelder rose (*Viburnum opulus var. opulus*). Most are widespread in their distribution (extent) and rare to abundant in abundance. Control of these species will occur where possible and prioritization will factor in current extent and opportunities for eradication and prevention. This list is expected to change over time as we experience climate shifts and species movement.

Meadow areas include a variety of flowers that are used and collected for medicinal use. Likewise, sweetgrass, one of the four sacred medicines, grows in abundance amongst common field grasses and in meadow areas within the UGN.

As climate conditions continue to shift, the role of open country habitats in supporting biodiversity and resilience becomes increasingly important. Their capacity to provide refuge for vulnerable species, absorb climatic stress, and respond to adaptive management, such as mowing or cultural burning, positions them as a valuable part of Trent's climate-ready landscape.

6.1.5 Otonabee River/Odoonabii-ziibi and Streams

Odoonabii-ziibi is the original name of the Otonabee River and its description in Anishinaabemowin means '*the river that beats like a heart*'. The river is the lifeline that flows through the centre of the UGN for roughly 3 kilometres and was an important blue corridor prior to the construction of the dams. All the streams, creeks, and wetlands within the UGN flow into the Otonabee/Odoonabii-ziibi, forming a complex and connected hydrological system. The riparian zone or lands adjacent to the streams and rivers act as both a buffer to the aquatic systems but also provide valuable habitat and are an important component in this target. Peterborough's watercourses and their associated shores are regulated by Otonabee Conservation, and within the Trent Lands boundary, the Historic canals regulations under the Department of Transport Act is applicable because of the Trent Severn Waterway.

The riparian zone provides important functions to aquatic systems, including helping to moderate water temperature, filter pollutants, control soil erosion, provide food, shelter and critical habitat and increase ecosystem function (EC, 2013; Dennison, 2022). Referred to as the ribbon of life, vegetated riparian areas are one of the most important habitats for wildlife. Studies suggest that 70% of terrestrial wildlife at some point in their life cycle rely on riparian zones (Dennison, 2022). These linear features can also act as an important corridor for wildlife. In some instances, the riparian area is also referred to as an ecological buffer, which reflects the categories identified in the TLNAP. Riparian buffers are increasingly important due to their ability to stabilize banks, reduce erosion and regulate stream temperatures, contributing to the ecosystem's adaptive capacity. Within the UGN, the riparian zone includes pocket forests, woodlands and thickets that have developed over time. Nested targets include fish, turtle, and swallow species.

According to the City of Peterborough OP (2025), the minimum width for vegetation protection zones adjacent to permanent and intermittent watercourses is 30 metres for cold/cool water regimes, and 15 metres for warm water regimes. It is Otonabee Conservation's recommendation that watercourses and adjacent riparian areas remain in their natural state to ensure their natural processes are maintained to the greatest extent possible (ORCA, 2025).

The river includes a portion of the Trent Severn Waterway (TSW), considered a national historic site that is managed by Parks Canada. Within the UGN, there are two lock stations (Lock 22 and Lock 23) and the TSW floodgate. Water also flows through two power houses along this stretch of the river, the Robert G Lake Generating Station at the north end and the Stanley Adamson Powerhouse at the south end. Water levels are heavily regulated, and natural flow and migration of species are severely impacted. In more natural areas along the river, it does support fish habitat, including spawning sites for smallmouth bass (LIO, 2022). Fish habitat is afforded special protections under the federal Fisheries Act (1985) and include spawning grounds, and any other areas fish depend on to carry out their life processes, such as nursery, rearing, food supply, and migration areas, per the Peterborough OP (2025).

The Otonabee/Odoonabii-ziibi is used for a variety of uses: it is a main travel route for boaters, recreational uses include swimming, fishing, and rowing, and is used for educational opportunities at Trent. Natural embayments within the TSW, adjacent to Canal and South Drumlin Nature Areas create riverside marshes and floating aquatic habitat that are home to wood ducks and turtles. About 25 permanent and intermittent streams, many of which are associated with wetland habitats, flow through the UGN, eventually making their way to the river or TSW. Road crossings are at 19 locations on the 25 streams and are connected via culverts (City of Peterborough, 2023b). Much of the UGN is considered a highly vulnerable aquifer and some areas are considered significant groundwater recharge areas (LIO, 2023), both of which are vulnerable areas

under the Clean Water Act (2006) and are subject to regulations to protect drinking water.

“Water has spirit” (Wilma Jacobs-Taylor in Gidigaa Migizi, 2018) and is considered precious and sacred to First Nation communities. “All the ponds, lakes, streams, oceans and seas are part of our Mother’s body. For this reason, we give thanks to the veins of our Mother, the earth” (Wilma Jacobs-Taylor in Migizi, 2018). And in Michi Saagiig culture, “It is the women who are the caretakers and carriers of that water” (Wilma Jacobs-Taylor in Migizi, 2018). Every life form depends on water to survive. It is an ongoing responsibility to keep the water/nibi clean. “If we keep the life-blood of Great Mother clean, then she will keep us clean” (Alice Williams in Migizi, 2018). The water provides life, cleansing, food, travel, habitat for many species like fish, turtles, and waterfowl, and is used in ceremony for its healing power (Conroy et al. 2012). Some very important plants grow very close to the river. This is due to the presence of limestone found right underneath the soil in some areas.

To echo the Michi Saagiig’s relationship with water, Ggwepnandizamin places a high emphasis on protecting water features and areas of hydrological importance like recharge areas, seeps and springs and headwater streams.

Existing conditions

The river has seen dramatic changes over the last 200 years. Based on knowledge from the Michi Saagiig community, it was once a cold-water system that supported salmon from Stoney Lake to Lake Ontario, but now is considered a warm-water system due to land clearing, dams, agriculture, and the Nassau lumber mill (Migizi, G., personal communication, June 28, 2022). Throughout the watershed there is great concern about the health of the water and how it is used. First Nations communities in Ontario have seen the changes to the water systems, both above ground and underground (Conroy et al., 2012). The construction of the Trent Severn Waterway was destructive to the Michi Saagiig, which included flooding, loss of graves, scared locations, land, and islands (Migizi, 2018). With the influx of settlers, the life in the water suffered. Aquatic plants were killed off, wild rice/manoomin and muskrat populations declined, algae blooms began to appear, and the traditional fish species had to compete with introduced species like large-mouth bass and carp (Migizi, 2018). Today, within the boundaries of the Symons Campus, the river is highly anthropogenic due to the presence of the TSW, lock stations and powerhouses. The Peterborough rowing club and two boat launches are on the river within the Trent lands boundary, that support some of the recreational uses seen on the river.

Fish species in the river include banded killifish, black crappie, bluegill, brown bullhead, common carp, largemouth bass, mottled sculpin, muskellunge, northern pike,

pumpkingill, pumpkinseed, rock bass, smallmouth bass, walleye, white sucker, and yellow perch (Field studies 2023; OMNRF, 2022; Raby, G, personal communication, Oct 24, 2023). Minnow species include: blackchin shiner, bluntnose minnow, brooke silverside, common shiner, golden shiner, Iowa darter, johnny darter, northern logperch, and spottail shiner (Raby, G, personal communication, Oct 24, 2023). Aside from providing spawning habitat for smallmouth bass, the river also provides valuable spawning ground to walleye, both of which are cultural keystone species to the Michi Saagiig. The non-native invasive round goby has now made its way up the Otonabee River. They compete with and prey on native bottom-dwelling fish like mottled sculpin and can reduce sport fish populations because they eat their eggs and young and compete for food sources (OFAH, 2024). The health of the fish in the waterways and access to the river is an important consideration to support Michi Saagiig treaty rights.

Measures of water quality on the Otonabee River are within federal and provincial guidelines (MECP, 2023; Xenopoulos, 2023). To the contrary, some recent monitoring on streams and stormwater management ponds within the UGN have seen exceedances with respect to pH chloride, conductivity and total phosphorus. This in part, is a reflection of the effect of road salt on the ponds and their outflow (Eimers, C, personal communication Sept, 2024). Water quality, thermal regime and fish habitat is largely unknown for the tributaries within the Trent boundary, which represents a knowledge gap and an opportunity. The importance of good water quality for the plants, animals, and people to continue for the next seven generations cannot be understated.

The width of the riparian zone has a significant impact on its ability to carry out the important ecological services they are intended to provide. Buffers in the range of 20-30 metres have shown a reduction in nutrient and pollutant loading between 80-90% (EC, 2013). Though width seems to matter, there is a huge variation in recommended buffer widths, and growing evidence is suggesting that having some is better than none. At a minimum, the City of Peterborough requires a 15 m VPZ for natural lakes and warm water watercourses, and a 30 m VPZ for cool/cold water watercourses (City of Peterborough, 2025).

Several of the University's building that were part of the original Ron Thom Master Plan were built either immediately adjacent or in close proximity to the Odoonabii-ziibi (Otonabee) River because of the lack of policy for a setback at the time. As a result, there has been shoreline hardening within the Campus Core, including areas around the Faryon Bridge where gabion baskets and armor stones are in place to support the bridge, the stairs and retaining wall at Champlain College, and around the Bata Library. The remaining shoreline of the river within the Trent boundary is relatively natural, beyond the infrastructure needed for the lock systems. The riparian zone on the west bank of the river where Trent may be able to influence (~1.6 km) ranges in width from 60 m to 0 m. Adjacent areas include impervious surfaces like parking lots and

walkways, which receive winter maintenance and pervious surfaces like mowed lawn and sports fields. Structure and native plant composition of the riparian zone is also important in slowing run-off and facilitating soil infiltration. Within the existing riparian areas, invasive non-native shrubs and trees like European buckthorn, invasive honeysuckles, and Manitoba maple (*Acer negundo*) dominate the subcanopy and shrub layer of vegetated areas, and herbaceous species like European swallowwort (DSV) are abundant in areas in the ground layer. With cover of invasive species greater than 25% of the buffer, this is a strong indication of ecosystem dysfunction (Johnson and Buffler, 2008). Within the 1.6 km of riparian and shoreline area on the Otonabee/Odoonabii-ziibi on the west bank, there is an opportunity for riparian restoration and expansion, where areas permit, to improve aquatic health and reduce run-off. Treaty 20 rights extend 66 feet (20 meters) on either side of the river, and any riparian work will need to be done in close collaboration with our Michi Saagiig partners.

Much of the east bank shoreline, north of the canal is a narrow band of vegetation on top of limestone situated between the river and concrete barriers adjacent to Nassau Mills Drive. These lands are outside of the influence of Trent; therefore, any riparian management would need support from the City of Peterborough and Parks Canada. The riparian zone within the TSW between South Drumlin Nature Area and Canal Nature Area are well buffered because of the natural cover provided by the Nature Areas. Small areas of erosion are evident in areas where vegetation breaks along the Parks Canada trail that runs alongside the canal on the west side.

Where Trent can have additional impact and influence is on the 25 permanent and intermittent stream sections within the UGN (north Thompson creek, upper Curtis Creek and other unnamed) that outlet into the Otonabee/Odoonabii-ziibi River and TSW. Of these stream sections, 14 are Strahler Class 1, meaning they are the uppermost channels or headwater streams with no upstream tributaries. Eight are Strahler Class 2 and 3 are Strahler Class 3 (City of Peterborough, 2023b). Thermal regime is largely unknown except in the Curtis Creek subwatershed, where streams are cool-warm systems within the Trent lands boundary (City of Peterborough, 2023b). Opportunity exists with respect to headwater streams and adjacent vegetation cover, which shows high dependance on natural cover for moderation of stream temperature and flow, pollution loading and providing organic matter to fish and benthic communities downstream (EC, 2013). There are 19 watercourse road crossings and 1 trail crossing within the UGN (City of Peterborough, 2023b). Information on fish and minnow species on the tributaries within the UGN is also largely unknown.

Benthic invertebrates have been studied in tributaries throughout the UGN as a component of environmental monitoring programs for current university initiatives associated with Cleantech Commons, University Integrated Seniors Village, and SER-TU's potential wetland creation project. Using the Hilsenhoff Family Biotic Index (FBI),

which estimates the overall tolerance of the benthic community to organic pollutants and allows for interpretation of water quality, all streams studied have high FBI values indicating poor water quality with high amounts of organic pollutants.

With ongoing changes in climate patterns, water systems may face new and intensifying pressures, including altered flow regimes, increased frequency of drought or flood events, and warming stream temperatures. Riparian areas offer a natural buffer to absorb these changes and support maintaining water quality, habitat integrity, and flood resilience. Ggwepnandizamin encourages proactive restoration and protection of riparian corridors and headwater streams as part of a broader strategy to adapt to a changing climate, in collaboration with Michi Saagiig partners and other watershed partners.

6.2 Complimentary targets

Additional targets that represent the landscape within the project scope have been included to tie in the ecologically supportive features and areas from the TLNAP. These are not described well under ecosystem targets because they are working lands or semi-natural, but they do/will support biodiversity, hydrological function, and connectivity. Naturalized Green Spaces will evolve over time and current viability is based on a very small scope.

6.2.1 Regenerative Agriculture

Agriculture represents 8.7% of the UGN, featuring the Trent Farm Research Centre, the Trent Vegetable Garden (TVG), and the Trent Market Garden. The Trent Research Farm is currently 10 ha and is a faculty-run demonstration site that supports learning through the Trent School of the Environment’s Sustainable Agriculture and Food Systems and research activities as a Trent Research Centre. With the primary focus on advancing research, practice and technologies applicable to local and regional small-scale, sustainable agricultural systems, the new Trent farm has been included in the boundaries of the Wildlife Sanctuary Nature Area on land already actively farmed (Figure 6 and 7). Further expansion of the farm to the fields to the south may happen over time to a total of 22 ha.

Agricultural land in rural areas can function as a linkage between natural features and does not present an impediment to wildlife movement for many species (OMNR, 2010). The key point here is that these lands are still pervious surface, but the composition of the fields (row crop vs. annual vs. perennial crops) does significantly impact the species they can support.

Existing conditions

The current location of the Trent Farm Research Centre is new, having been relocated in 2022. During the 2022 growing season, both corn and soybean were equally planted. In 2023, as a transitional year, all the fields were soybean, except one that was in corn. A new purpose- designed tile drainage system has been installed in the lower northeastern and western field that will allow researchers to study water quality, soil health, and greenhouse gas (GHG) emissions as impacted by managed drainage stand crop and soil management approaches. Tile drainage was installed in half of the fields in a systemic manner to enable comparisons between fields with drainage and those without.

The farm aims to increase opportunities to train future small-scale sustainable farmers and support research that will address the challenges small-scale farmers face. The Trent Farm will focus on regenerative, agroecological agricultural practices that improve soil health, reduce nutrient loss to the surrounding environment, mitigate GHS and promote biodiversity. As an experimental teaching and research farm, the land use will vary within fields based on scientific experimental field designs. A Farm Master Plan has been developed that will help guide the activities and structural components of the farm. Agricultural land to the south of the farm has been planted in various perennial and row crops; in these years the fields were managed by a contractor farmer. These southern fields will become part of the Trent Farm in later years as the program expands.

The Trent Vegetable Garden (TVG) was established in 2005 and is located northeast of the DNA/Life Sciences Building. Operating like a small-scale farm, it includes organic vegetable and medicine gardens and 20 community garden plots. Most of the vegetables grown are donated to the Seasoned Spoon Café on Trent's Symons Campus and the remainder to local organizations that serve meals to Peterborough community members (Trent Gardens, 2023).

The Trent Market Garden was established in 2015, and the area includes vegetable plots, storage cooler, storage container and a hoop house. Produce is available for purchase at local farmers markets and vegetable plants are available to the public for purchase at the farm site.

The viability or status for farmland (as explained in section 1.2) has not been completed at this point, and so the goal is supportive, recognizing that different partners within Trent are the project leads on these sites. Regenerative agriculture offers a meaningful pathway to build resilience into food systems. Practices that prioritize soil health, water retention, and biodiversity can help buffer agricultural productivity against climate stresses while contributing to broader ecosystem services. The integration of climate-

smart, adaptive agricultural research within the UGN supports both academic inquiry and long-term landscape sustainability.

6.2.2 Naturalized Green Spaces

Naturalized green spaces (NGS) are considered complementary areas that can contribute to improving air quality, stormwater management, connectivity and biodiversity within the UGN. The utilization of NGS allows for the integration of habitat and the promotion of biodiversity within urban settings and is a tool to implement net-benefit development or nature-inclusive design. Naturalized green spaces have the potential to contribute climate adaptation and mitigation services, such as urban cooling, and carbon sequestration benefits.

NGS areas can take on a variety of forms (e.g. meadowscapes, rain gardens, native gardens, pocket forests, green roofs) within built-up areas. This target represents future opportunities and so very few identified NGS areas have been mapped in this iteration (Figure 6). Currently, NGSs represents 0.4% of the UGN (1.4 ha). New NGS locations will be identified as future University initiatives are known and their location studied. In general, it is anticipated that naturalized green space locations may change over time and should not be viewed as permanent and/or may be subject to maintenance and periodic disruption if in immediate proximity to existing infrastructure.

Existing conditions

As noted above, few naturalized green spaces currently exist within the UGN, but this is expected to change as the campus evolves. The existing NGSs within the UGN consist of a stormwater management (SWM) pond, and meadow areas adjacent to the rotary greenway trail and campus buildings.

The stormwater management pond on the east bank was built in 2004 to manage stormwater following the development of the DNA building, which was then further expanded with the Life Sciences building in 2008. This pond has grown in with cattails (*Typha latifolia*) and the surrounding berm was planted with a native meadow mix, consisting of big bluestem (*Andropogon gerardi),* little bluestem (*Schizachyrium scoparium*), switchgrass (*Panicum virgatum*), common milkweed (*Asclepias syriaca*), asters (*Symphyotrichum sp*.), and goldenrods (*Solidago sp*.). A few trees have grown up including willow (*Salix sp*.) and Eastern white cedar (*Thuja occidentalis*). This area supports breeding amphibians, provides turtle habitat, foraging habitat for swallows and bats, and nesting site for breeding birds. While naturalized, the SWM pond does have periodic maintenance and clean outs.

Adjacent to the rotary greenway trail at the north end of campus, just north of east bank drive, is a mixed meadow ecosite with non-native species in abundance, including common buckthorn, invasive honeysuckles, and European swallowwort.

An additional site is located between the Trent Daycare Centre and Lady Eaton College, where an underground battery storage facility is located. This area is being naturalized as a native meadow to limit programming atop this infrastructure but will also be subject to periodic maintenance.

Viability or status of these areas (as explained in section 1.2) is based on a simple ranking system based on non-native invasive species abundance and benthic invertebrate studies in the stormwater management pond from Trent's ERSC 3260 Applied Biomonitoring course.

Though not formally part of an NGS, many of the garden beds within the campus core have non-native species and contain priority invasive species like European swallowwort and Japanese knotweed. An opportunity exists to revitalize some of the garden beds on campus so they can be more ecologically functional and require less maintenance but remain aesthetically pleasing. Native gardens have an additional advantage as a teaching resource for various courses offered on campus.

6.3 Overall Target Status

Table 2 provides a summary of the overall status of the targets within the project scope. This represents a tally of the ratings based on the key attributes, indicators and thresholds used in the viability analysis. It provides a clear picture of targets that are most in need of attention and will assist in measuring success over time based on desired future status (CMP, 2020).

Table 2: Targets, how viability was determined, current overall status, and desired future status.

Target	Viability Mode	Status	Future Status
Michi Saagiig Knowledge Systems	Key Attribute	Not Specified	Very Good
Wetlands/ M'shkiik (1)	Key Attribute	Fair	Good
Forests & Woodlands/ Megyaak'iing (2/5)	Key Attribute	Good	Good

Target	Viability Mode	Status	Future Status
Open Country/ Skoosniing (3/4/5)	Key Attribute	Fair	Fair
Otonabee River/Odoonabii-ziibi and Streams (5)	Key Attribute	Fair	Good
Regenerative Agriculture (6)	Simple	Not Specified	Good
Naturalized Green Spaces (7)	Simple	Good	Good

Status explanation (modified from Low, 2002)

Very Good	The target is functioning at an ecologically desirable status and requires little interference.
Good	The target is functioning within its range of acceptable variation; it may require some interference.
Fair	The target lies outside its range of acceptable variation & requires interference. If unchecked, the target will be vulnerable to serious degradation.
Poor	Allowing the indicator to remain in this condition for an extended period will make restoration or preventing extirpation challenging.

Refer to Appendix A for the full details on Key Ecological Attributes and indicators used for each target where this viability mode was used. Appendix B includes a full list of nested targets and significant species.

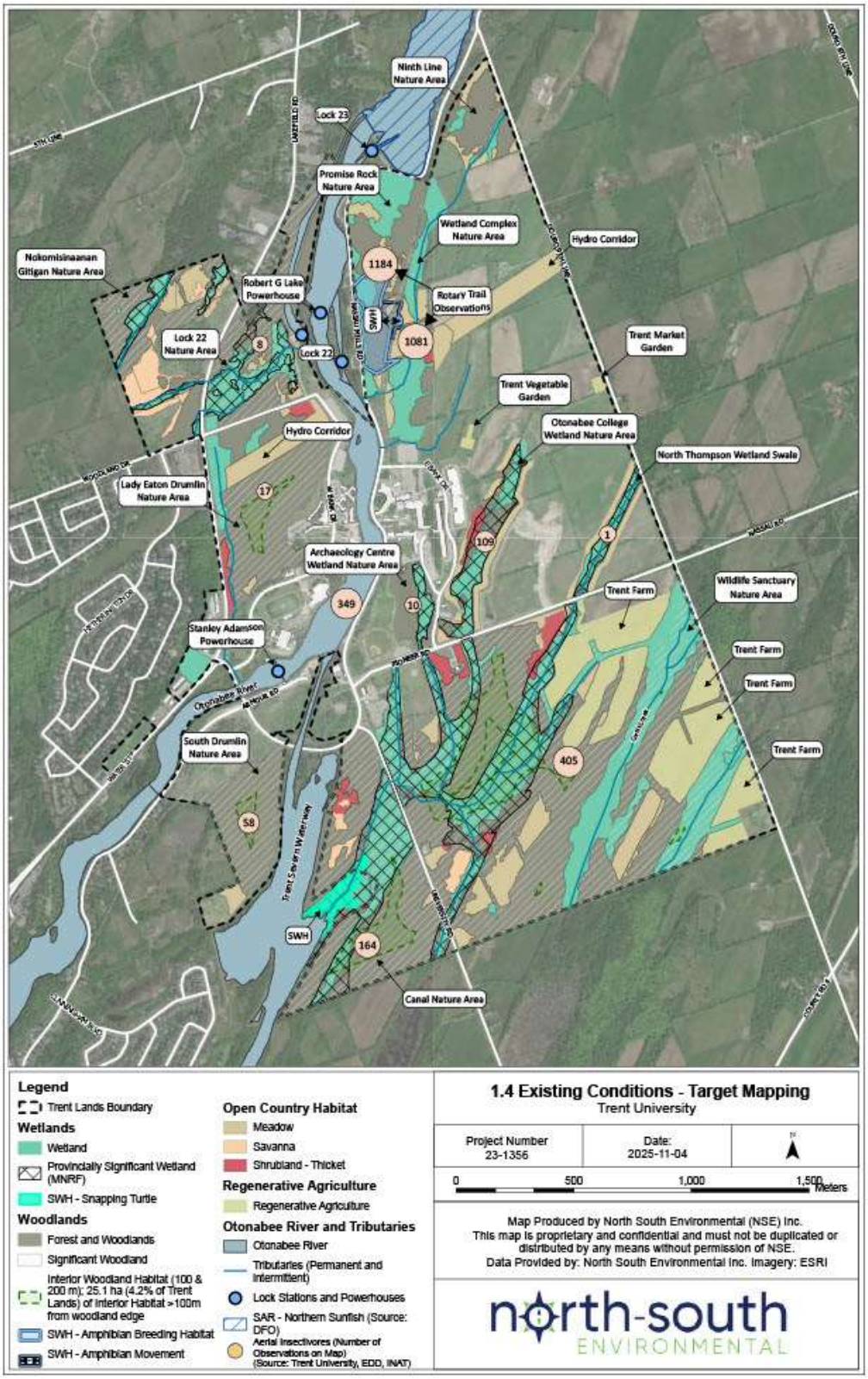


Figure 7: Target mapping

7.0 Pressures

The pressures within the UGN were identified via on the ground assessments using the IUCN – Conservation Measures Partnership Classification of Direct Threats (version 4.0) as a guide. A description of the pressure and its impact is within the Miradi software. Each pressure/target combination is ranked based on scope (proportion of the target affected), severity (the level of damage to the target that is expected if trends continue) and irreversibility (degree to which the target can be restored if the threat is removed). The formula for the overall ranks is calculated within the Miradi software. The summary tab on the right illustrates the overall impact of the pressure on the targets, while the bottom row highlights the cumulative impact of these pressures across all targets. The rankings identify high-priority actions needed to reduce pressures and support target conservation. Refer to Appendix C for further details on scope, severity and irreversibility and how overall ranks are determined. Those with a plus sign indicate a potential opportunity and those with an asterisk are pressures that are either outside of the Trent's influence or are already established and difficult/not feasible to manage. Emerging threats related to forest pests and fungi present an opportunity for enhanced monitoring.

Climate change stressors are not ranked in Table 3, but it is recognized as a pervasive and compounding influence that interacts with many of the existing pressures outlined (Figure 8). Climate-related stressors, such as more frequent and intense storms, heatwaves, droughts, invasive species expansion, and changes in hydrology, can exacerbate the severity and scope of pressures already acting on UGN targets. Climate change is an important contextual factor that underpins the need for adaptive and forward-looking stewardship. Ongoing monitoring, inclusive planning with Michi Saagiig Knowledge Holders, and the integration of climate resilience into future actions is important for reducing future vulnerabilities and sustaining the integrity of the UGN's ecological and cultural features over time.

Table 3: Pressures within the project scope and rankings

Pressure/Threat	Michi Saagiig Knowledge Systems	Wetlands/ M'shkiiik (1)	Forests & Woodlands/ Megyaak'iing (2/5)	Open Country/ Skoosniing (3/4/5)	Otonabee River/Odoonabii-ziibi and streams (5)	Regenerative Agriculture (6)	Naturalized Green Spaces (7)	Summary Threat Rating
+ Light pollution?		Low	Low	Low	Low			Low
+Past exclusion of Michi Saagiig Knowledge Systems in planning/land management		High	High	High	High			High
Dams*					Very High			High
Existing infrastructure adjacent to or over the river*					High			Medium
Fire Suppression				Medium				Low
Forest Pests and Fungi- present and emerging*		Very High	Very High	Low	Very High			Very High
Future University buildings		Low	Low	Low	Low			Low
Informal trails		Low	Low	Low			Low	Low
Invasive Phragmites		Low		Low	Low			Low
Limited access or use of lands/waters for Michi Saagiig peoples within their territory	High							Medium
Littering/Dumping		Medium	Low	Low	Low			Low
Loss of Anishinaabe language	High							Medium
Non-native aquatic invasive		Medium			Medium			Medium

Pressure/Threat	Michi Saagiig Knowledge Systems	Wetlands/ M'shkiiik (1)	Forests & Woodlands/ Megyaak'iing (2/5)	Open Country/ Skoosniing (3/4/5)	Otonabee River/Odoonabii-ziibi and streams (5)	Regenerative Agriculture (6)	Naturalized Green Spaces (7)	Summary Threat Rating
species								
Non-native herbaceous invasive species			High	High	Medium		Low	High
Non-native woody invasive species		High	High	Medium	Medium		Low	High
Off-leash dogs		Medium	Medium	Medium	Medium			Medium
+ Previous loss of cultural/harvesting locations important to Michi Saagiig peoples	High							Medium
Roads*		Very High	Medium	Medium	High			High
Conventional agriculture		High			Medium			Medium
Overall pressure ranking on target	**High**	**Very High**	**High**	**High**	**Very High**	**Not Specified**	**Low**	**Very High**

8.0 Conceptual Model

The final sub-step in Step 1 of the conservation standards involves conducting a situation analysis or conceptual model that displays the project's targets, direct pressures, impacts of the pressures (biophysical factor), and strategies and the relationships between them. The rating or viability is also displayed as a smaller inset. For ease of viewing not all strategies show linkages to direct or indirect pressures, but all have a direct link.

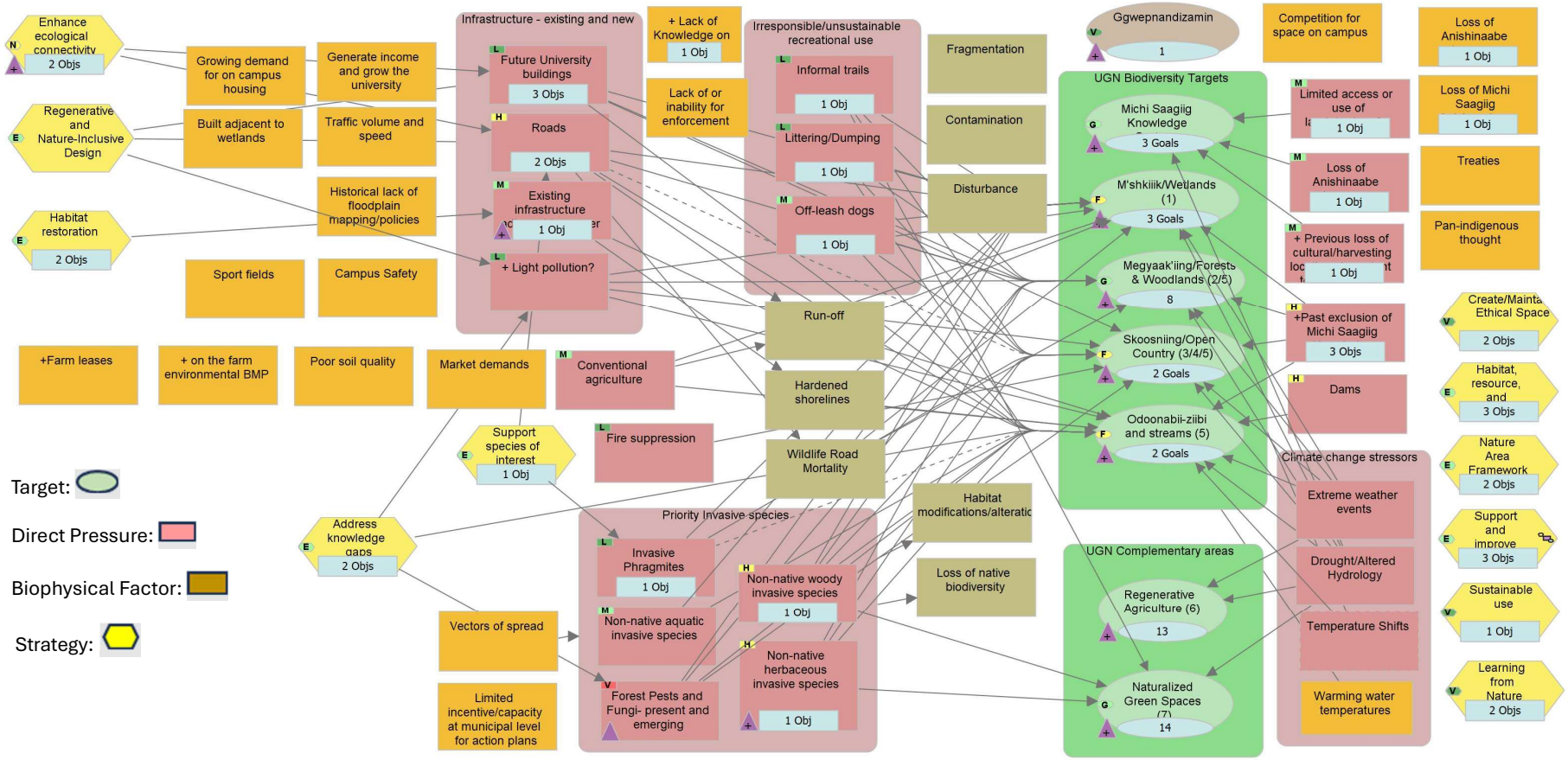


Figure 8: Conceptual model for the UGN

9.0 Action Plan

As stated in the introduction, an action plan includes goals, strategies, and objectives and describes how the situation will change over the course of the project timeline. Actions are derived from the strategies to achieve the goals and objectives, keeping in mind what is possible and within the scope of the project.

9.1 UGN Goals

Goals are directly linked to the targets and outline their desired future status. As such, goals are organized by target to show that linkage. The goals for the UGN in the TLNAP are reflected within the goals and strategies below (refer to Figure 3) (Trent University, 2021b). Climate change is a cross-cutting pressure that interacts with many of the existing goals within Ggwepnandizamin. It affects ecological connectivity, species composition, hydrology, and land care practices. While no additional goals have been added specifically for climate change, the current goals already support resilience and adaptation by protecting and restoring habitats, improving ecological function, integrating Indigenous knowledge systems, and promoting regenerative land use. Together, these efforts contribute to greater climate readiness on campus.

Overarching Goal

1. By 2032, continue the efforts of the TLNAP, and ensure that 60% (351 ha) of the campus remains as nature area and greenspace, and work towards net benefit that sees conservation, enhanced resiliency, and improved integrity through good use.

**net benefit: directing recreational uses to less sensitive areas and integrating environmental features into the built environment and/or through restoration activities

Michi Saagiig Anishnaabeg Knowledge Systems

2. Throughout the timeframe of the plan, Michi Saagiig Knowledge Systems and ways of knowing remain an important consideration and are valued equally, to ensure meaningful land care practices and restoration for the UGN. Opportunities for placemaking will be identified, and information sharing includes traditional ways of knowledge exchange. Indigenous ceremony and cultural protocols will be respected and allowed, to ensure the spirit of the land and animals are honored and consulted through the process.

3. By 2028, Michi Saagiig traditional or cultural areas within the UGN are identified and key values are respected, with recognition of Treaty 20 and Williams Treaties rights.

4. By 2032, explore the establishment of a knowledge hub to share, train and educate practitioners in integrated monitoring and land care practices developed through Ggwepnandizamin. This hub will serve as a central resource for reassessing and evaluating ongoing progress within the Ggwepnandizamin framework.

Wetlands/M'shkiiik

5. By 2028, reduce the abundance of invasive Phragmites in wetlands within the UGN from good (occasional) to very good (rare to none) by controlling existing patches and reducing further introductions through clean equipment best management practices.

6. By 2030, work towards the improvement of wetland connectivity within the UGN by advocating for relevant road mitigation measures on City of Peterborough roads identified as road mortality hotspots.

7. By 2032, identify wetland connectivity opportunities and road mortality hotspot locations on Trent-owned roads. Ensure new roadways on planned university initiatives and future university lands consider hydrological/ecological connectivity and road ecology measures as part of the design and prioritize retention of existing natural features and functions and appropriate buffers.

Forests and Woodlands/ Megyaak’iing

8. By 2032, improve forest connectivity and degree of fragmentation from poor to fair via the creation of wildlife corridors on the east bank to connect nature areas.

Open Country/Skoosniing

9. By 2035, increase the average patch size of meadow habitat from poor to fair by restoring habitat within the Nature Areas, under hydro corridors, and naturalized green spaces within the Symons Campus via site prep and overseeding/planting with native species. To be done in partnership with Michi Saagiig communities, Trent faculty, Trent Farm, Hydro One and other relevant partners and following appropriate approval processes.

10. By 2032, improve the condition of meadows from fair (abundant) to good (occasional) by controlling category one and two invasive species within Nature Areas, buffers and Naturalized Green Spaces. Highest priority sites include meadows supporting species at risk or significant wildlife habitat that is

experiencing woody encroachment, with a focus on European swallowwort (DSV), common buckthorn, invasive honeysuckles, autumn olive and multi-flora rose.

Otonabee River/Odoonabii-ziibi and Streams

11. By 2032, where possible, improve the condition and width of the riparian zone adjacent to the river along the west bank to meet the minimum VPZ requirements outlined in Table A of the Official Plan (City of Peterborough, 2025). Tactics to achieve this can include invasive species control, native species overplanting and expansion of the zone width, using a combination of thickets and grassy strips. Focus invasive species removal on European swallowwort (DSV), invasive honeysuckles, and common buckthorn.

12. By 2031, work towards understanding the condition of the watercourses within the Nature Areas by supporting and fostering the development of a monitoring program that uses both Michi Saagiig Anishnaabeg Knowledge Systems and western science to establish a baseline and act as a vector for identifying restoration efforts.

Regenerative Agriculture

13. By 2032, support Trent's sustainable agriculture program on Trent farmlands, encouraging the maintenance or enhancement of hedgerows and wetland minimum VPZs, using best management practices to improve soil health, and advancing research in regenerative agriculture.

Naturalized Green Spaces

14. By 2035, aim for at least 70-80% native composition in any new naturalized green spaces that are integrated within the campus core as a component of nature-inclusive design strategies.

9.2 Strategies

A strategy represents a group of actions with a common focus that work collectively to reduce threats, protect, or restore habitats and seize opportunities (CMP, 2020). Some of the strategies were taken and/or reworded from the UGN goals in section 6.0 and section 16.1 in the TLNAP (Trent University, 2021b), while others are new to reflect what has been learned through the development of Ggwepnandizamin. As conditions shift

and knowledge deepens, especially in the face of climate change and evolving land-based teachings, strategies should remain adaptive and responsive over time. The rating helps to identify the potential impact and how it will contribute to the goals and objectives and feasibility based on ethical, technical, and financial aspects. In some instances, a very effective or effective strategy can be implemented at the appropriate scale and time, but those that require more evidence may be piloted to determine its effectiveness.

Table 4: Project strategies and overall rating

Strategy	Details	Related TLNAP UGN Goal	Rating
1. Create/Maintain Ethical Space	Maintain an ethical space where Michi Saagiig Anishnaabeg Knowledge Systems and western science are equal and valid. Allow open dialogue and support respectful and meaningful discussions to do good work together and co-create solutions for how Trent cares for the land and water.	2, 7 and 13	Very Effective
2. Habitat, resource, and cultural protection	Strive for a net benefit, maintain 60% and demonstrate our commitment to protecting historical and current cultural areas.	3 and 4	Effective
3. Nature Area Framework	Achieve a balance between biodiversity, teaching, research and Michi Saagiig values throughout the UGN. Care for the Nature Areas through activities that help to inform, enhance, and restore the natural landscape.	1, 7, 8, 11, 12	Effective

Strategy	Details	Related TLNAP UGN Goal	Rating
4. Support and improve biodiversity	Enhance the University's natural landscape and care for the UGN and Nature Areas with guidance from the local Michi Saagiig communities so that native species and habitat diversity are supported and improved over time.	3,6 and 9	Effective
5. Enhance ecological connectivity	Movement of species within the UGN is enhanced via road mitigation measures and wildlife corridors to create a functional network of natural areas. Proactively support the movement of plants and animals in response to changing conditions on the landscape and build ecological resilience to climate impacts.	5, 6, and 9	Need More Info
6. Habitat restoration	Increase habitat integrity, quality and quantity through restoration efforts within the UGN, with a focus on building climate resilience, improving hydrological function, and supporting native species recovery.	2, 3, 5, 7 and 9	Effective
7. Support species of interest	The UGN provides habitat to a range of species including Species at Risk, species of conservation concern, species of interest and cultural keystone species. Care of the Nature Areas will focus on identifying, protecting, and enhancing the presence or function	3 and 7	Effective

Strategy	Details	Related TLNAP UGN Goal	Rating
	of habitat for these vulnerable species.		
8. Sustainable use	Improve access to and knowledge of the UGN and Trent Nature Areas and educate users and visitors on permitted activities and proper/sustainable use.	1, 10, 11 and 12	Very Effective
9. Learning from Nature	Advance the core mission of the University to teach, research and learn, by increasing the use of the Nature Areas and UGN as a natural classroom. Work with the Trent Elders and Knowledge Keepers Council to support knowledge sharing, and with Trent faculty and relevant community partners to identify opportunities for research and learning within the UGN.	1, 12 and 13	Very Effective
10. Address knowledge gaps	Work to fill key knowledge gaps to better inform how to improve the health of the UGN targets, approach Nature Area plans, and achieve strategies and objectives of the UGN and the implementation plan.	5, 7 and 12	Effective
11. Climate resilient restoration practices	Integrate climate-smart restoration techniques (e.g., Green Infrastructure, Nature-Based Solutions) to improve long-term resilience of the UGN targets. Ensure alignment with Michi	2,3,4,6, and 7	Effective

Strategy	Details	Related TLNAP UGN Goal	Rating
	Saagiig land care knowledge.		
12. Regenerative and Nature-Inclusive Design	Work to develop ways where growth within the University Districts and preservation of the UGN can co-exist through applied research and design strategies that consider the system, siting and orientation and low impact development techniques.	4,5,6,8, and 12	Effective

9.3 Objectives

Objectives are the stepping stones to reaching the goals of the project since most goals span the full seven-year timeline of the plan. While goals are linked to targets, objectives are linked to direct pressures. The objectives are organized under the strategy headings to emphasize how the goals, strategies and objectives are interrelated and form the action plan.

Ethical space

- Within the timeframe of Ggwepnandizamin (seven years), regular check ins with local Michi Saagiig Anishnaabeg communities via the Elders and Knowledge Keepers Council and Land Resource Consultation Officers are achieved to embody the collaborative and circular process. Collective goals, as it relates to the Trent lands, are achieved.
- By 2028, explore the need and wish to co-develop additional teaching opportunities that speak to Michi Saagiig Anishnaabeg values, with input from faculty and Michi Saagiig First Nations, to foster future knowledge keepers and maintain the sustainability of their knowledge and language, including teachings that supports land-based responses to environmental and climate change.

Habitat, resource, and cultural protection

- By 2027, cultural areas/features, water, earth, and plant features and harvesting locations important to the Michi Saagiig First Nations that have been shared with Trent are acknowledged, if appropriate and feasible, via Nature Area management categories and Nature Area plans.
- By 2028, the role of the UGN in conserving biodiversity, providing ecosystem services, and mitigating climate change is acknowledged and celebrated.
- By 2030, Trent University is recognized as an institution of higher learning that leads by example, by actively caring for the spaces that make up the UGN using western and Michi Saagiig ways of knowing.

Nature Area framework

- By 2026, Nature Area plans for the Trent Nature Areas are completed, in collaboration with the Michi Saagiig Anishnaabeg First Nations and Trent faculty. Implementation will continue through to 2030 to improve the resiliency, connection, and health of the UGN.
- By 2027, the UGN is an example of how uses can be balanced and supportive through Nature Area management categories and education of permitted uses, helping to preserve ecosystem integrity under shifting climate conditions.

Support and improve biodiversity

- By 2026, non-native invasive Phragmites becomes occasional on the campus landscape and the threat to our wetlands and waterways is reduced.
- By 2027, a biodiversity report card is complete which highlights areas of concern, critical habitat, and species of interest. The report card is then updated in 2032 to evaluate change and respond to emerging trends, including those linked to climate stressors.
- By 2028, we have a better understanding of why non-native invasive species are here and their cumulative impacts to improve priorities, strategies, control efforts and restoration goals for herbaceous and woody species.

Enhance ecological connectivity

- By 2026, wildlife movement is better understood and helps inform the location of a wildlife corridor. The corridor is conceptually mapped, and planning staff are effectively engaged throughout so new initiatives minimize impact and avoid where possible.
- Within four years of initiating the road mortality project (by 2026), key partners are engaged and are made aware of the intervention needs and potential solutions. Funding opportunities can be identified to motivate support and action.

Habitat Restoration

- By 2027, no mow, high mow, naturalized green spaces and riparian restoration areas are identified and prioritized, and restoration plans/work are completed as funding allows.
- By 2029, identify and seek funding to support restoration efforts at scale.

Support species of interest

- By 2029, Trent University is an active participant in species recovery through research and habitat enhancement.

Address knowledge gaps

- By 2028, Trent programs, faculty and students are engaged and actively participating in research within the UGN that addresses knowledge gaps, including the impacts of climate change on biodiversity, hydrology, and land care practices. Collaboration between departments is increased and sharing of information is improved.
- As research/monitoring is complete and knowledge gaps are filled, adjustments to actions at the UGN and Nature Area level are made, in a way that supports long-term learning and adaptation.

Sustainable use

- By 2028, the Trent UGN website and accompanied awareness campaign, increases the click through rate to the website and the target audience has knowledge of how to use the nature areas responsibly.

Learning from nature

- By 2028, the nature areas have signage at key points and include relevant information on nature area name, boundaries, trails and permitted uses. Use of interpretive signage to assist with self-learning is developed and installed in strategic locations.
- By 2030, the use of the Nature Areas for classes and labs has increased by 25% to improve experiential/practical learning and fill knowledge gaps.

10.0 Implementation Plan

The activities within the implementation plan represent what we aim to do on the ground to achieve our goals and objectives, provided funding and resources are available. Activities have been assigned a priority ranking of Urgent, Necessary or Beneficial to assist with annual planning and to guide fundraising efforts. Those listed as beneficial may or may not be completed within the timeframe of the plan.

The standard classification or numbering beside the activity name refers to the Conservation Measures Partnership actions classification scheme version 2.0 and organizes activities based on the purpose of the action classification. Those starting with a 1 or 2 are target restoration/stress reduction actions, 3 and 5 are behavioural change/threat reduction actions and 6, 8, 9 and 10 are enabling condition actions.

The implementation plan and monitoring process incorporates climate sensitive indicators, such as seasonal water depth, phenological shifts, and species migration patterns, to better understand and respond to ecosystem changes driven by a changing climate. Monitoring is informed by both community-based observations, led by Elders and youth, and scientific tools and long-term ecological datasets. This integrated approach enhances the ability to track ecological trends, supports climate adaptation and ecosystem resilience goals, and reflects the principles of meaningful engagement by drawing on both Indigenous Knowledge Systems and Western science for a more complete approach to land care and restoration.

Table 5: Action/implementation plan representing the next 7 years.

Activity	Details	Timeline	Implementers	Associated Goal/Strategy	Priority	Notes
1.1.1 Species list	Maintain a species list for the UGN and share with Elders and Knowledge Keepers Council (EKKC) and Michi Saagiig liaisons to translate species names and learn of their stories.	Ongoing	LSC/CL/EKKC	2 & 4/4	Necessary	Includes maintenance of a declining species list; shared seasonally.
1.1.2 Visitor management	Prepare a master trail plan that identifies a formal trail network within the UGN with improved connections to and between the campus core, transportation nodes and the Nature Areas. Use as a vehicle to manage trail use and safety, accessibility, educational signage, trail re-routes to avoid sensitive areas, and to identify relevant partners.	2026	DCPD /LSC/External consultant	1/8	Necessary	

1.1.3 Control non-native invasive Phragmites	Control non-native invasive phragmites using an Integrated Pest Management approach and best management practices within the UGN. Work in collaboration with the Michi Saagiig, to ensure continued support of control methods and potential uses. Secure funding to allow for control efforts and continued monitoring of sites for rapid response. Manage future introductions through the implementation of the clean equipment protocol for all construction projects, particularly those near wetland habitats.	Ongoing	LSC/Grounds staff/Trent faculty	5/4	Urgent	Will support blanding's turtle and Northern map turtle recovery actions. Partners: Trent University faculty and students, and relevant groups/organizations (Green Shovels Collaborative, Invasive Species Centre (ISC), invasive phragmites Working Group, Invasive Phragmites Control Centre)
1.1.4 Control non-native invasive herbaceous species	Control non-native category one invasive herbaceous species using best management practices. Focus on forest (north of Lock 22), open country habitats (buffers), riparian zones and naturalized green spaces with European swallowwort (DSV) as a priority, where abundance is occasional/rare. Engage with Michi Saagiig and relevant organizations. Research and apply for funding opportunities to allow for control efforts.	Ongoing	LSC/Grounds staff	10 & 11/4	Necessary	Supports monarch, aerial insectivores. Partners: Trent University faculty & students, neighbours, Camp Kawartha, Kawartha Land Trust (KLT), ISC, City of Peterborough, Parks Canada Work in Nature Areas will occur via NA plans.
1.1.5 Control non-native invasive woody species	Control non-native category one invasive woody species using best management practices. Focus on riparian zones, and naturalized green spaces with European buckthorn, invasive honeysuckles, and Japanese knotweed as a priority. Overplant with relevant native species. Engage with the Michi Saagiig and relevant organizations. Secure funding opportunities to allow for control efforts and continued monitoring of sites.	Ongoing	LSC/Grounds staff	10 & 11/4	Necessary	Supports aerial insectivores. Partners: Trent University students, Camp Kawartha, KLT, Invasive Species Centre, Parks Canada, Otonabee Region Conservation Authority (ORCA).

						Work in Nature Areas will occur via NA plans.
1.1.6 No mow, high mow and NGS zones	Map areas within the Symons campus (i.e., riparian areas, manicured lawns, and gardens) that will be deemed no mow, high mow and naturalized green space zones. - No mow zones will be areas of manicured lawn where mowing will cease/or sod removed to create pollinator pathways. - High mow zones will be upland from the riparian zone of the Otonabee River to allow sight lines to the river but improve sediment filtering and reduce geese issues. - Naturalized green spaces (NGS) will include areas that will become part of the UGN within the built environment. These can include existing or new spaces where naturescaping can occur to shift landscaping towards native species mixes and promote habitat and biodiversity integration within the campus core.	2027	LSC/Grounds staff	1 & 9/6	Beneficial (no mow and NGS) Necessary (High mow)	Supports monarch and aerial insectivore recovery. Partners: Trent University Faculty and students
1.1.7 No mow restoration	In no mow zones and existing NGS zones identified in action 1.1.6, prepare sites over the course of the remaining four years and restore them with native species to support wildlife, increase biodiversity, and outdoor teaching spaces. Learning on the land will be integrated through class led restoration plans and ensuring planting/seed selections are informed by Michi Saagiig communities and in line with the landscape palette in the TLNAP.	2032	LSC/Trent faculty and students/Grounds staff	1 & 9/6	Beneficial	Supports monarch and aerial insectivore recovery. Partners: Michi Saagiig Consultation Liaisons, Peterborough GreenUp, Canadian Wildlife Federation, Green Communities Canada, Trent University faculty and students

						https://www.conservationevidence.com/actions/442
1.2.1 Design and implement wildlife corridor plan	Informed by action 2.1.2 and regional and proximity linkages identified in the natural heritage system (City of Peterborough, 2025) design a wildlife corridor on the east bank to improve connectivity of habitats and movement of species between Nature Areas. Maintain and enhance corridors to support biodiversity. Implementation to align with planned and future university initiatives. Expand to west bank as the need arises.	2028	LSC/DCPD/consultants	8/5	Necessary	Could include a linear fruit tree orchard or agroforestry to complement regenerative agriculture. Partners: Forests Ontario, Peterborough GreenUP, ORCA
1.2.2 Classify riparian zone	Classify and map vegetation communities within the riparian zone that is currently naturally vegetated along the Otonabee River. Highlight concern areas within the boundary of Trent Lands in relation to observed erosion, non-native composition, slope and upland infrastructure. Create a prioritization matrix and phased approach for restoration.	2027	LSC/CL	11 & 12/6	Necessary	CBR project/ Guardian monitoring program
1.2.3 Restore high priority riparian zones	Work to restore high priority riparian areas using natural materials and native species based on the assessment in 1.2.2, with emphasis on minimum VPZ widths. Will be restricted to areas where Trent University has influence and the opportunity exists. Work with the City of Peterborough and Parks Canada to improve shoreline areas under their ownership, if the occasion arises. Informed by action 1.1.6 consider establishing grassy strips (high mow zones), upland of the riparian zone, to allow further sediment filtration, particularly in areas adjacent to parking lots and paved walkways.	2032	LSC/CL /Trent faculty and students (IESS)	11 & 12/6	Necessary	Supports native fish communities, amphibians, birds, invertebrates, and mammals. https://www.conservationevidence.com/actions/1416 Indigenous youth monitoring program Also supported by waterfowl management plan

						Partners: Trent University faculty and students (IESS program), ALUS, ORCA, City of Peterborough, Parks Canada
1.2.4 Open country maintenance	In areas outside of the Nature Areas, within the buffer zones, develop and implement a maintenance rotation plan for open country habitat to maintain and enhance meadow and shrubland habitat, with emphasis on transition zones (or VPZs) between provincially significant wetlands and significant woodlands. Explore the role of fire in the maintenance of open country areas and the feasibility of implementation within the UGN. Work in collaboration with Trent Research Farm, Michi Saagiig communities and Trent faculty.	2030	LSC/DCPD/Grounds staff	10/4	Beneficial	Supports monarch and aerial insectivore recovery.
1.2.5 Meadowway	Creation/enhancement of open country habitat beneath the hydro corridor that runs in an east-west direction across campus within Lady Eaton Drumlin Nature Area and on the East Bank, including within Promise Rock and Wetland Complex Nature Areas. Restoration will involve an application for a secondary use through the Provincial Secondary Land Use Program (PSLUP). Multi-uses within the hydro corridor are preferred and will be discussed, including recreation, research, teaching and projects (e.g. seed nursery) to support campus and community restoration projects.	2035	LSC/DCPD/CL/ Trent faculty	9/6	Beneficial	Supports Monarch habitat. 12 km stretch from Trent to Lily Lake. Partners: Hydro One, Infrastructure Ontario, KLT, Michi Saagiig communities, Forests Ontario
1.2.6 Restoration in areas affected by EAB	In collaboration with relevant partners and experts determine the best action forward for restoration (i.e. underplanting) of areas heavily impacted by emerald ash borer based on site conditions and neighboring tree health assessments.	2029	LSC/Trent faculty & students	1 &11/10	Beneficial	Forest Recovery Canada Black Ash recovery efforts to be incorporated into

						relevant Nature Area plans.
2.1.1 Road mortality project	Using available datasets and continuing surveys on Woodland Drive, University Road, Pioneer Road, and Gzowski Way/East Bank Drive obtain a baseline for wildlife movement across roadways, and use GIS analysis to identify road mortality hotspots, species impacted and peak migration times within the UGN. Field work to be completed using the road mortality protocol. Hotspots will be a recommended priority for road mitigation measures. Implement project onto other university owned roads (West Bank and remainder of East Bank Drive) to assess connectivity opportunities and potential hotspots as the need arises.	2026 TBD	LSC	6 & 7/5	Necessary	Partner: MNRF, Trent Community Research Centre, Trent Faculty https://www.conservationevidence.com/actions/842
2.1.2 Finalize wildlife movement patterns	Confirm wildlife species and movement patterns throughout the UGN beyond roadways, but with a current focus on the east bank, using Michi Saagiig Knowledge Systems, trail cameras, winter tracking and mapping to support a wildlife corridor plan (action 1.2.1). Monitoring work will be done in accordance with relevant protocols. Mapping will complement the monitoring work and assist in identifying 'pinch points', additional regional and local linkages, and priority areas for protection and/or/ restoration. Identify target species, ideal corridor locations and desired width to inform action 1.2.1. Monitor additional connection needs as information is learned and university initiatives progress.	2026	LSC/DCPD/CL	8/5	Urgent	Will include the development of a trail camera protocol. https://www.conservationevidence.com/actions/2576 Partners: MNRF, Madgic, City of Peterborough
2.1.3 Turtle recovery	Guided by Michi Saagiig Knowledge Systems, improve our understanding of turtle presence within the UGN using eDNA, relevant survey protocols and in	Ongoing	LSC/CL/EKKC/ Trent faculty	2 – 7/7	Necessary	Can be done in conjunction with action 9.1.1.

	appropriate survey windows for snapping turtle, midland painted turtle, blanding's turtle, northern map turtle, and musk turtle. Map critical habitat, identify concerns and propose habitat enhancements. Where areas overlap with Trent Nature Areas, implantation will occur within Nature Area plans. Involve Trent faculty and students, relevant partners and neighbouring landowners on recovery efforts.					Partners: Ontario Turtle Conservation Centre/Parks Canada Become a member of Ontario Turtle Conservation Network
2.1.4 Aerial insectivore recovery	Monitor aerial insectivores within the UGN in collaboration with Trent faculty and students. Focus on establishing baseline insect diversity within Nature Areas, identifying habitat preferences within the UGN, mapping nest locations and foraging habitat and assess direct threats and their ranking (e.g. Light pollution). Information learned can guide best management practices and activities within the UGN.	Ongoing	LSC/ Trent faculty and students	2, 4,9 & 12/7	Beneficial	Can be done in conjunction with action 9.1.1. Partners: Ontario Breeding Bird Atlas volunteers and Birds Canada Most vulnerable group of birds in Canada with steep population declines. Includes barn, cliff, tree, Northern rough-winged swallows, nightjars, and chimney swifts.
2.1.5 Butternut and Ash Health Assessments	Complete butternut health assessments within the UGN to assess retainability of butternut trees. To be done by a certified butternut health assessor during leaf-on and in appropriate conditions. Support critical ash recovery efforts with a focus on inventory, monitoring, and assessment.	Ongoing	LSC	1/7	Beneficial	Partners: Forest Gene Conservation Association, Trent faculty
2.1.6 Road mortality thresholds and	As a component of action 2.1.1, conduct a review of existing literature and best management practices and liaise with relevant experts, Trent faculty, and Michi	2027	LSC/Trent faculty & students	6 & 7/5 & 10	Necessary	Potential undergraduate or graduate thesis project

mitigation opportunities	Saagiig knowledge holders to determine appropriate thresholds to quantify the impact and urgency of road mortality on amphibian, turtle, snake, and mammal populations (i.e. poor to very good). Information will be used to better direct mitigation priorities, efforts, and design. Recommend appropriate road mitigation measures based on findings above to relevant parties.					May include signage, underpasses, fencing and temporary road closures.
2.3.1 Seed conservation	To support species recovery efforts and informed by action 2.1.5, work with relevant partners to ensure the preservation of viable seeds of species of interest that are showing resistance to forest pests/fungi. Include species at risk or species in decline (for example butternut, ash, American beech, eastern hemlock) and culturally valued species informed by Michi Saagiig Knowledge Systems. Support and help address knowledge gaps through research.	2027	LSC/Trent Faculty/EKKC	2 & 4/7	Beneficial	Partners: Forest Gene Conservation Association, National Tree Seed Center, SER-TU, Michi Saagiig Communities
3.1.1 Indigenous Placemaking	Where possible and appropriate, integrate Indigenous place names, art, and interpretive/educational signage throughout the UGN, and in UGN materials and information, to reflect Michi Saagiig heritage, worldviews and their connections to the land and water.	Ongoing	LSC/DCPD/Comms/CL/EKKC	2/1 & 9	Beneficial	Could include descriptions of the significance or sensitivity of an area, species, wildlife habitat, Indigenous names and uses. Explore the opportunity for signage along the banks of the Otonabee River to promote its significance to the Michi Saagiig.
3.1.2 Indigenous storytelling	Support the creation of an oral or visual compliment to Ggwepnandizamin to reflect traditional ways of knowledge exchange.	2027	LSC/DCPD/Communications/CL/EKKC/	2/1	Beneficial	Can include videos, storymaps, interactive elements and art displays.

3.1.3 Trent Nature Area website	Improve access to information regarding Nature Area trail maps, trail conditions, permitted uses, habitats and their importance. Available online, and through various media types.	2026	LSC/Communications/External relations/Madgic	1/8	Necessary	Timing to coincide with Nature Area plans
3.1.4 Education and awareness campaign	Launch an education and awareness campaign on how to use Nature Areas appropriately, addressing known issues like off-leash dogs, unsanctioned firepits, motorized vehicle use, littering and dumping. Placing emphasis on why these are harmful and where visitors can engage in these activities elsewhere, if appropriate.	2026-2028	LSC/Communications/External relations	1/8	Urgent	
5.2.1 Learn proper procedures and practices to uphold Michi Saagiig Treaties and rights	Learn proper protocols required for learning and research activities that involve use within the UGN. This includes activities that involve collection, foraging or harvesting. Inform Trent faculty, students, and local community groups that use the land on proper procedures.	Ongoing	All, Office of research	3 & 4/8	Necessary	This can be done through Trent University's Indigenous Protocol Guidebook and linked to required forms to conduct research on campus
6.3.1 Explore programs to highlight the establishment and stewardship of the Nature Areas at Trent.	Perform a review of available programs that would recognize Trent University for the establishment and continued protection of the Nature Areas. Weigh the pros and cons of each and select the best one(s) to help achieve the vision and goals for the UGN.	2028	LSC/DCP/Student	1/2	Beneficial	Partners: KLT, Environment and Climate Change Canada
6.3.2 Michi Saagiig resource and cultural areas	Work with Elders and Knowledge Keepers Council and Land Resource Consultation Liaisons to allow ongoing identification of cultural areas, water, earth, and plant features and harvesting locations within the UGN. Where appropriate, respect these areas using Nature Area management categories (action 6.3.4).	Ongoing	All	3/2	Urgent	Michi Saagiig First Nations have access to important medicines and food within the UGN and access to the river for fishing and ceremony. Reference Archaeological Master Plan

6.3.3 Pending Further Assessment	In the area around Promise Rock Nature Area identified as pending further assessment in the Trent Lands and Nature Areas Plan, conduct relevant studies to confirm the features that make up the area and its significance. Based on findings, adjust the Promise Rock Nature Area boundary, or maintain the boundary as is.	2032	Outside consultant	1/2	Necessary	
6.3.4 Apply management categories to the Nature Areas	Use predetermined management categories from TLNAP and assign management categories to the Nature Areas. Categories include: Ecological Reserve, Conservation Area, Cultural Area, and Regenerative Agriculture Area to the Nature Areas through a mapping exercise. Once established, provide clear direction on permitted uses and purpose through the associated Nature Area plan. Work towards achieving a balance between biodiversity, teaching, research and Michi Saagiig cultural values.	2026	LSC	1, 3 & 4/3	Urgent	To be integrated into Nature Area Plans. **Categories are not intended as a formal designation and are subject to periodic review.** Reference Archaeological Master Plan
6.4.1 Develop and implement Nature Area Plans	Develop and implement plans on how to care for the Trent Nature Areas in collaboration with the Elders and Knowledge Keepers Council, Michi Saagiig consultation liaisons and the Trent academic community to ensure plans reflect both knowledge systems. All are to be completed by 2026, followed by implementation through to 2031.	2026, 2031	LSC	1-4/3	Urgent	
6.5.1 Support outdoor teaching spaces	Working closely with relevant departments and faculty, identify the need and opportunities for outdoor teaching spaces (and any physical structures needed to facilitate this), in or adjacent to Trent Nature Areas, to support land-based learning and outdoor laboratories.	2030	DCPD	1/9	Necessary	Relevant departments include: Chanie Wenjack School, Indigenous Environmental Studies and Sciences, Trent School of the Environment, and Biology Partners: Camp Kawartha

8.1.1 Biological research station accreditation	Explore the feasibility and relevancy of getting the Nature Areas and the Oliver Ecological Centre recognized as a biological field station to facilitate undergraduate and graduate research and education in a variety of fields. Work closely with and seek guidance from the Trent Research Farm. Use as a means to attract future students and promote field courses that also support the goals of the UGN.	2027	LSC/Trent faculty	1/9	Beneficial	
8.1.2 Biodiversity Report Card	Using examples of other environmental report cards and with guidance from experts, faculty and Michi Saagiig consultation liaisons and knowledge holders, develop a biodiversity report card for the UGN to identify areas of concern, critical habitat zones and key restoration areas. To be informed and to guide relevant actions identified in this plan.	2027, 2032	LSC/CL/EKKC	1 & 2/4	Urgent	Showcase emerging western tools and how these can be used alongside Michi Saagiig knowledge systems. To be done in conjunction with actions 1.1.1 – 1.1.5, 1.1.7, 1.2.2, 1.2.3, 1.2.6, 2.1.2 – 2.1.5, 8.1.4.
8.1.3 Cumulative impact assessment	Conduct a cumulative impact assessment that looks at neighbouring activities outside of the Trent Lands boundary to get a better understanding of pressures that may be impacting the biodiversity within the UGN.	2031	Outside consultants	1/10	Beneficial	
8.1.4 River and tributary health	In collaboration with partners and faculty, develop a monitoring program as a component of action 9.1.1 in strategic locations on the 14 headwater streams within the Trent boundary to assess existing tributary health and better identify pressures/sources within the system. Include information on water quality, water level/flow, thermal regime and presence of fish and minnow species, benthic organisms and plants to inform UGN and Nature Area activities.	Ongoing	LSC/CL/Michi Saagiig Youth	3 & 12/10	Necessary	Partners: Trent Aquatic Research Program, MNRF Aquatic biodiversity and watersheds unit, Parks Canada. Could include course-based learning through courses BIOL – 3051H (River and Stream Biology), BIOL 3140H

	Include site(s) on the Otonabee River and/or Trent Severn Waterway if the opportunity exists and work in collaboration with faculty who are already collecting information within these waterways.					(Fish Ecology), IESS 3640H, WASC-2530H (Water Resources)
8.1.5 Barn Swallow research	In conjunction with action 2.1.4, encourage undergraduate or graduate student research on knowledge gaps identified in the recovery strategy for Barn Swallows (Heagy et al., 2014). These include: identifying and describing the key characteristics of nest site and foraging habitats used by barn swallows in Ontario at various scales (nest-scale to landscape-scale) and identifying suitability of artificial nesting structures and actions appropriate at a landowner level. Information learned will help identify potential actions within the campus core where Barn Swallows are currently nesting.	2030	LSC/ Trent faculty and students	1/10	Beneficial	Partners: Trent faculty, Birds Canada, advanced facility in avian research (Western University)
8.1.6 Support and encourage research and teaching within the UGN	Work with Trent department chairs, faculty, demonstrators, and students to support continued and encourage new research and teaching areas within the UGN. Communicate knowledge gaps identified in the UGN and Nature Area plans to facilitate research that helps to guide land stewardship. Identify facility needs, areas on campus already used for teaching and work collaboratively to ensure no competing areas or activities. Actively work to protect teaching/research sites. Create an interactive map that highlights the work being done on campus and will be used to direct additional research and teaching.	Ongoing	LSC/FM/Trent faculty and staff	1/9	Necessary	Interactive map currently being developed with MaDGIC. To be done in conjunction with action 8.1.1
8.2.1 Monitor salamander curb	Monitor effectiveness of the curb mitigation on Gzowski Way via evening spring/fall surveys in late March/early April and late	Ongoing	LSC/Trent faculty and students	7/5	Urgent	

	Sept/early Oct for at least a total of two years. Use findings to guide future roadway infrastructure.					
8.2.2 Database development	Research and develop/adopt a database for managing information and tracking annual progress and work plans to ensure implementation of goals, objectives and actions for the UGN and nature areas plans.	2028	LSC/DCPD	1 & 4/3	Necessary	Ideas include Access; Miradi, Ouzel, Asana
8.2.3. Carbon metrics	In collaboration with the sustainability office, estimate the amount of carbon that is sequestered within the UGN to understand the ecosystem services provided through the maintenance and restoration of the biodiversity targets.	2028		1/2,4,6 & 10	Beneficial	
9.1.1 Support land-based learning/mentorship opportunities	Support and if possible, help fund, land-based learning and mentorship opportunities for Treaty 20 and Williams Treaties First Nations youth and Trent students through a land-based learning program where youth can reconnect, learn compatible western and indigenous monitoring skills, and make recommendations for action. Program emphasis guided by Michi Saagiig community interests and Trent needs.	2030	FPHL/Chanie Wenjack School	2 & 12/2	Necessary	Highlight the connectivity we share through the watershed. Ideas include: - water monitoring program- water quality, critical habitat (Female-led). - Restoration for culturally significant habitats/species - Turtle presence - Invasive species and perceptions
10.3.1. Incorporate ceremony	Led by the Trent Elders and Knowledge Keepers Council, begin and close the implementation of Ggwepnandizamin with ceremony to show due respect to Michi Saagiig culture, and the land, water, and biodiversity of the campus.	Ongoing	EKKC/External Relations	2/1	Necessary	
10.3.2 Seek knowledge and advice from Trent	Continue to meet with Trent's Elders and Knowledge Keepers Council to maintain good relationships and seek knowledge	Ongoing	All	1-3, 12&14/1	Necessary	

Michi Saagiig Elders and Knowledge Keepers	and guidance throughout the implementation of Ggwepnandizamin and in the preparation of Nature Area plans. Allow and be respectful of time to think, learn and discuss.					
10.3.3 Seek knowledge and advice from First Nations consultation liaisons	Continue to meet with Michi Saagiig consultation liaison officers to seek knowledge and guidance on University initiatives, the implementation of Ggwepnandizamin and in the preparation of Nature Area plans. Allow and be respectful of time to think, learn and discuss.	Ongoing	All	1-3, 12&14/1	Necessary	
10.3.4 Seek knowledge and guidance from Trent Faculty and students	Ensure the continued function of the Trent Nature Areas Stewardship Advisory Committee and meet regularly to seek guidance, knowledge and support on implementation of the UGN and Nature Area plans. Include emphasis on research and teaching and addressing knowledge gaps.	Ongoing	DCPD	1/9& 10	Necessary	
10.3.5 Support Trent club initiatives	Support and provide guidance to the SER-TU chapter, Trent Herp Club, Trent Outdoors Club, Trent Wildlife Society and others on annual initiatives. These include but are not limited to: establishing a native tree/seed nursery on the Symons campus, wetland restoration in Wetland Complex Nature Area, and salamander migration monitoring. Advise and guide to help advance work within the UGN.	Ongoing	LSC/DCPD	1/6	Beneficial	
10.3.6 Regional partnerships	Support and work with relevant groups, and individuals to work on collaborative projects, including student and research programs, landscape connectivity, climate change resiliency, land management, conservation, and restoration within Peterborough and the Kawartha Lakes.	Ongoing	LSC/DCPD	1,6,8, 9,11 & 12/5	Beneficial	Partners: Michi Saagiig First Nations/KLT/Nature Conservancy of Canada /Haliburton Highlands Land Trust/ORCA/Camp Kawartha/Peterborough Field Naturalists/Parks Canada/Ontario

						Parks/Ducks Unlimited Canada/ Peterborough Pollinators
10.3.7 City of Peterborough partnership	Identify and contact key City of Peterborough staff to establish a partnership and provide the information and resources regarding projects with a shared interest. Includes community uses, restoration opportunities, road mitigation, and mapping.	2026	LSC/DCPD	6 & 7/5	Necessary	Wildlife needs become a consideration when maintaining and expanding road systems.
10.3.8 Support local Michi Saagiig First nation community initiatives	Provide support as needed and requested to local Michi Saagiig First Nation community initiatives that are relevant to the implementation of the UGN.	Ongoing	All	2,4, & 13/1	Beneficial	
10.4.1 Identify and apply for relevant funding to finance the implementation plan	In collaboration with Trent Philanthropy and Advancement office and relevant partners, seek, identify and apply for funding opportunities to finance the implementation plan for Ggwepnandizamin.	Ongoing	LSC/DCPD/Philanthropy and Advancement	All	Necessary	

LSC – Land Stewardship Coordinator
DCPD – Director of Campus Planning and Development
EKKC – Elders and Knowledge Keepers Council
CL – Michi Saagiig Consultation Liaisons
FM – Facilities Management
Madgic – Maps, Data and Government Information Centre

11.0 Engagement

Building on the information collected during three years of study and extensive public engagement through the TLNAP, engagement during the development of Ggwepnandizamin was focused on gaining a better understanding of the land, to understand the perspectives of the communities we intend to reach, and to solicit input and feedback. This included:

- Thirty-five meetings with Trent University faculty, staff, and students
- Regular meetings with Michi Saagiig Consultation Officers
- Three meetings with the Elders and Knowledge Keepers Council
- Twenty-seven meetings with partners, community, and local groups
- One meeting with the Indigenous Education Council at Trent University to highlight and share the work we are doing
- One meeting with the Indigenous Environmental Studies and Sciences faculty to discuss options for co-op placements
- Two engagement sessions with community groups and faculty on Ggwepnandizamin
- GEI Consultants Canada Ltd. consultant review

As we move to implementation of the plan, engagement and collaboration will continue, and the plan adapted as necessary on an ongoing basis to signify the concept of a ‘living document.’

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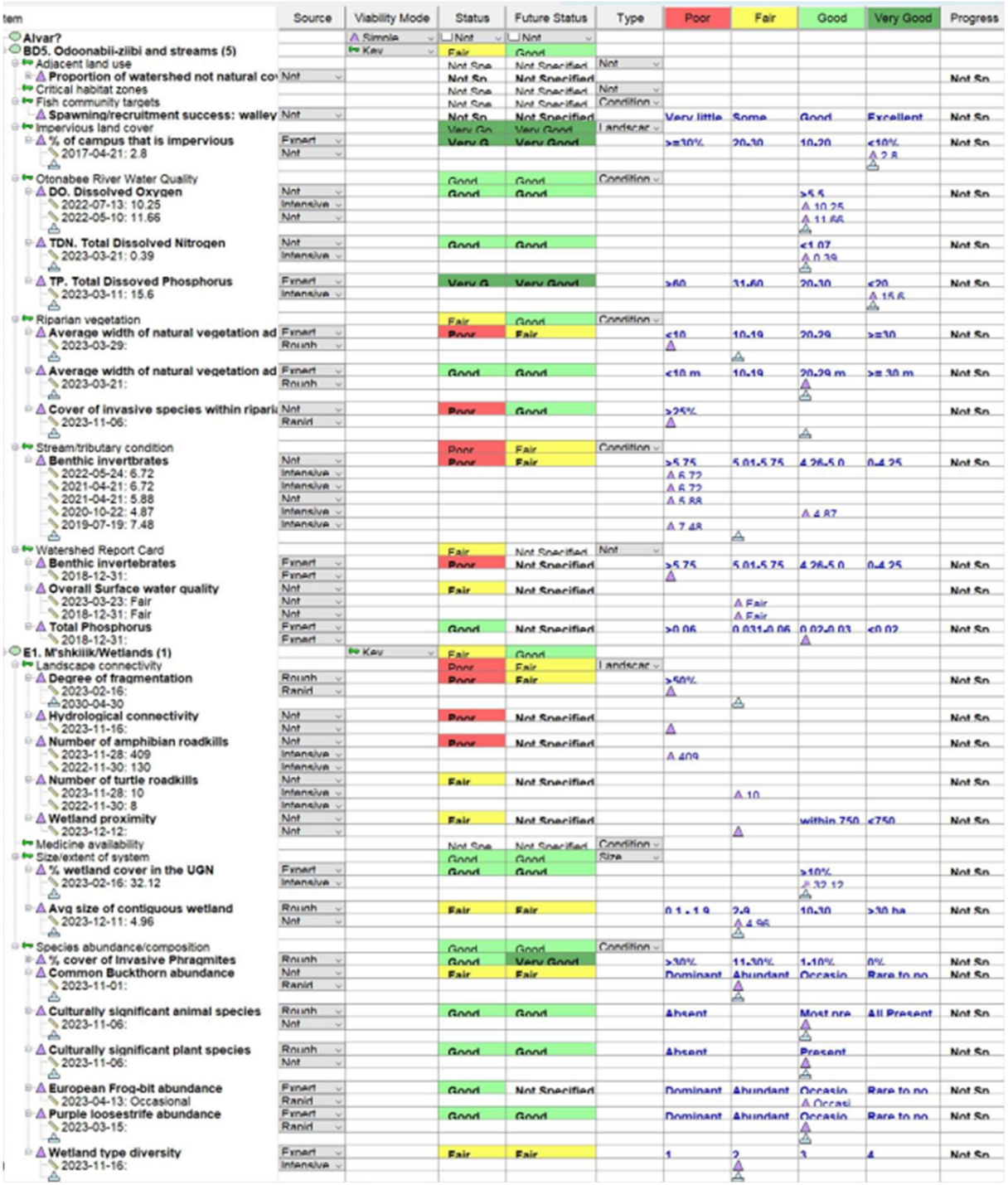
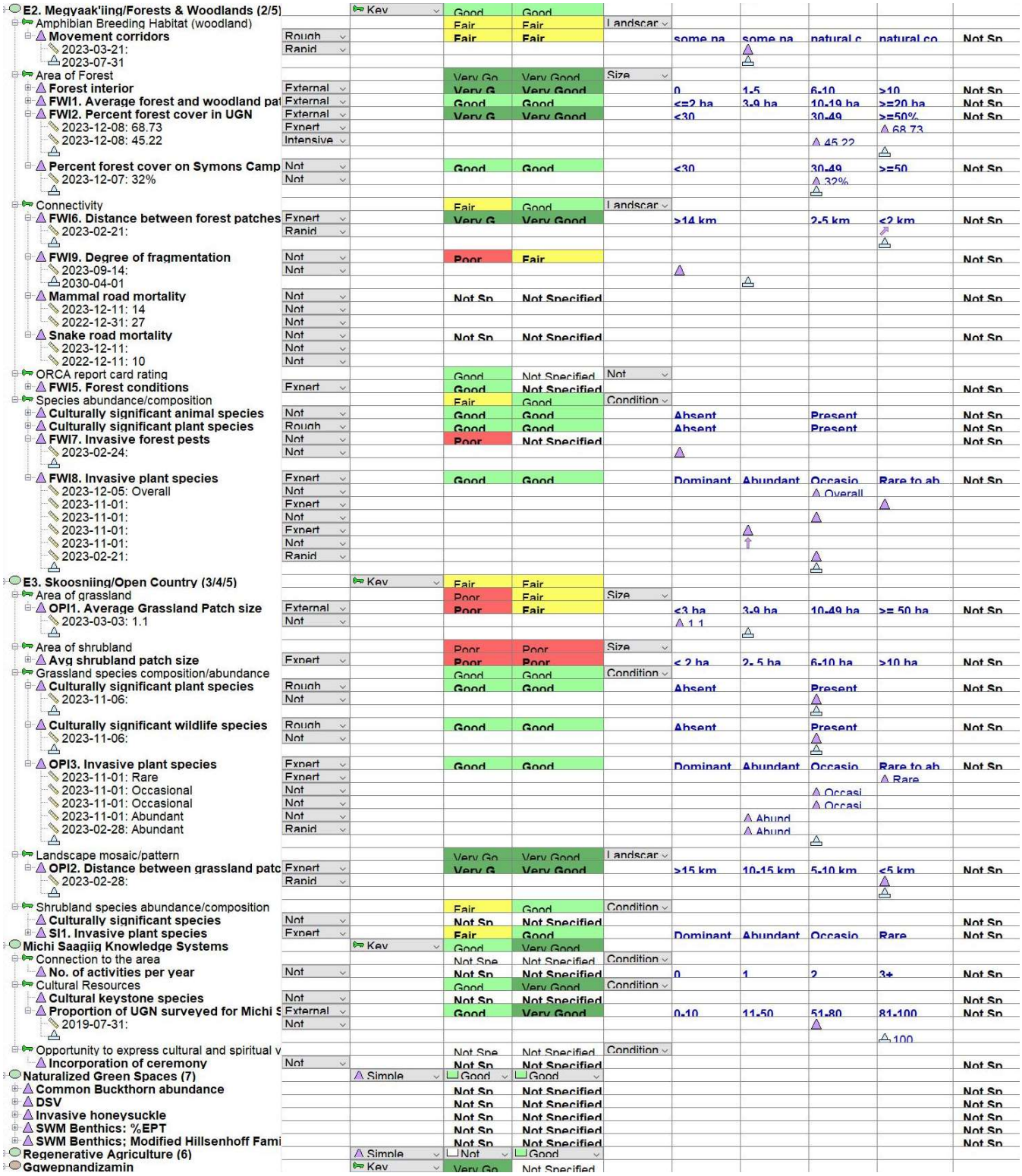
Appendix

Appendix A: Target Viability



tem	Source	Viability Mode	Status	Future Status	Type	Poor	Fair	Good	Very Good	Progress
Alvar?		Simple	Not	Not						
BD5. Odoonabii-ziibi and streams (5)		Key	Fair	Good						
Adjacent land use			Not Spe	Not Specified	Not					
Proportion of watershed not natural co	Not		Not Sp	Not Specified						Not Sp
Critical habitat zones			Not Spe	Not Specified	Not					
Fish community targets			Not Spe	Not Specified	Condition					
Spawning/recruitment success: walley	Not		Not Sp	Not Specified		Very little	Some	Good	Excellent	Not Sp
Impervious land cover			Very Go	Very Good	Landscar					
% of campus that is impervious	Expert		Very G	Very Good		>=30%	20-30	10-20	<10%	Not Sp
2017-04-21: 2.8	Not								2.8	
Otonabee River Water Quality			Good	Good	Condition					
DO. Dissolved Oxygen	Not		Good	Good				>5.5		Not Sp
2022-07-13: 10.25	Intensive							10.25		
2022-05-10: 11.66	Not							11.66		
TDN. Total Dissolved Nitrogen	Not		Good	Good				<1.07		Not Sp
2023-03-21: 0.39	Intensive							0.39		
TP. Total Dissoved Phosphorus	Expert		Very G	Very Good		>60	31-60	20-30	<20	Not Sp
2023-03-11: 15.6	Intensive								15.6	
Riparian vegetation			Fair	Good	Condition					
Average width of natural vegetation ad	Expert		Poor	Fair		<10	10-19	20-29	>=30	Not Sp
2023-03-29:	Rough									
Average width of natural vegetation ad	Expert		Good	Good		<10 m	10-19	20-29 m	>= 30 m	Not Sp
2023-03-21:	Rough									
Cover of invasive species within ripari	Not		Poor	Good		>25%				Not Sp
2023-11-06:	Rapid									
Stream/tributary condition			Poor	Fair	Condition					
Benthic invertbrates	Not		Poor	Fair		>5.75	5.01-5.75	4.26-5.0	0-4.25	Not Sp
2022-05-24: 6.72	Intensive					6.72				
2021-04-21: 6.72	Intensive					6.72				
2021-04-21: 5.88	Not					5.88				
2020-10-22: 4.87	Intensive							4.87		
2019-07-19: 7.48	Intensive					7.48				
Watershed Report Card			Fair	Not Specified	Not					
Benthic invertebrates	Expert		Poor	Not Specified		>5.75	5.01-5.75	4.26-5.0	0-4.25	Not Sp
2018-12-31:	Expert									
Overall Surface water quality	Not		Fair	Not Specified						Not Sp
2023-03-23: Fair	Not						Fair			
2018-12-31: Fair	Not						Fair			
Total Phosphorus	Expert		Good	Not Specified		>0.06	0.031-0.06	0.02-0.03	<0.02	Not Sp
2018-12-31:	Expert									
E1. M'shkiiki/Wetlands (1)		Key	Fair	Good						
Landscape connectivity			Poor	Fair	Landscar					
Degree of fragmentation	Rough		Poor	Fair		>60%				Not Sp
2023-02-16:	Rapid									
2030-04-30										
Hydrological connectivity	Not		Poor	Not Specified						Not Sp
2023-11-16:	Not									
Number of amphibian roadkills	Not		Poor	Not Specified						Not Sp
2023-11-28: 409	Intensive					409				
2022-11-30: 130	Intensive									
Number of turtle roadkills	Not		Fair	Not Specified						Not Sp
2023-11-28: 10	Intensive						10			
2022-11-30: 8	Intensive									
Wetland proximity	Not		Fair	Not Specified				within 750	<750	Not Sp
2023-12-12:	Not									
Medicine availability			Not Spe	Not Specified	Condition					
Size/extent of system			Good	Good	Size					
% wetland cover in the UGN	Expert		Good	Good				>10%		Not Sp
2023-02-16: 32.12	Intensive							32.12		
Avg size of contiguous wetland	Rough		Fair	Fair		0.1 - 1.9	2-9	10-30	>30 ha	Not Sp
2023-12-11: 4.96	Not						4.96			
Species abundance/composition			Good	Good	Condition					
% cover of Invasive Phragmites	Rough		Good	Very Good		>30%	11-30%	1-10%	0%	Not Sp
Common Buckthorn abundance	Not		Fair	Fair		Dominant	Abundant	Occasio	Rare to no	Not Sp
2023-11-01:	Rapid									
Culturally significant animal species	Rough		Good	Good		Absent		Most pre	All Present	Not Sp
2023-11-06:	Not									
Culturally significant plant species	Rough		Good	Good		Absent		Present		Not Sp
2023-11-06:	Not									
European Frog-bit abundance	Expert		Good	Not Specified		Dominant	Abundant	Occasio	Rare to no	Not Sp
2023-04-13: Occasional	Rapid							Occasi		
Purple loosestrife abundance	Expert		Good	Good		Dominant	Abundant	Occasio	Rare to no	Not Sp
2023-03-15:	Rapid									
Wetland type diversity	Expert		Fair	Fair		1	2	3	4	Not Sp
2023-11-16:	Intensive									



Appendix B: Nested Targets/Significant Species

Species in the table below were pulled from the Natural Heritage Information Centre within 1 km of Trent lands boundary, the Natural Heritage Report (Trent University, 2021a) and field observations of species at risk either federally, provincially, or both. Those that are highlighted in grey have been observed within the UGN.

TYPE	COMMON NAME	SCIENTIFIC NAME	COSEWIC STATUS	SARO STATUS	G-RANK	S-RANK	Provincially tracked	TARGETS						EXCEPTIONS AND OTHER NOTES
								Wetlands	Forest and Woodlands	Open Country	Otonabee River and Tributaries	Naturalized Green Space	Regenerative Agriculture	
Vascular Plant	Side-Oats Grama	Bouteloua curtipendula			G5	S2	Y			x				
Vascular Plant	American Chestnut	Castanea dentata	END	END	G3	S1S2	Y		x					
Vascular Plant	Black Ash	Fraxinus nigra	THR		G5	S4	Y	x						CR by IUCN red list
Vascular Plant	Butternut	Juglans cinerea	END	END	G3	S2?	Y		x			x		
Vascular Plant	Winged Loosestrife	Lythrum alatum			G5	S3	Y		x	x				
Vascular Plant	Saltmarsh Sand-spurrey	Spergularia marina			G5	S1	Y				x	x		
Fish	Northern Sunfish	Lepomis peltastes pop. 2	SC	SC	G5TNRQ	S3	Y				x			
Amphibian	Western Chorus Frog	Pseudacris maculata pop. 1	THR	NAR	G5TNRQ	S4	Y	x	x					
Reptiles	Eastern Milksnake	Lampropeltis triangulum	SC	NAR	G5	S4	Y			x		x	x	
Reptiles	Snapping Turtle	Chelydra serpentina	SC	SC	G5	S4	Y	x			x			
Reptiles	Midland Painted Turtle	Chrysemys picta marginata	SC	SC	G5T5	S4	Y	x			x			

TYPE	COMMON NAME	SCIENTIFIC NAME	COSEWIC STATUS	SARO STATUS	G-RANK	S-RANK	Provincially tracked	TARGETS						EXCEPTIONS AND OTHER NOTES
								Wetlands	Forest and Woodlands	Open Country	Otonabee River and Tributaries	Naturalized Green Space	Regenerative Agriculture	
Reptiles	Blanding's Turtle	Emydoidea blandingii	END	THR	G4	S3	Y	x			x			EN -IUCN red list
Reptiles	Northern Map Turtle	Graptemys geographica	SC	SC	G5	S3	Y				x			Identified habitat within TSW south of Nassau Mills Road and at Lock 23
Reptiles	Eastern Musk Turtle	Sternotherus odoratus	SC	SC	G5	S3	Y	x			x			
Birds	Chimney Swift	Chaetura pelagica	THR	THR	G4G5	S3B	Y		x	x	x			Foraging
Birds	Eastern Wood-pewee	Contopus virens	SC	SC	G5	S4B	Y		x					
Birds	Bobolink	Dolichonyx oryzivorus	THR	THR	G5	S4B	Y			x			x	
Birds	Wood Thrush	Hylocichla mustelina	THR	SC	G4	S4B	Y		x					
Birds	Barn Swallow	Hirundo rustica	THR	THR	G5	S4B	Y	x			x		x	
Birds	Least Bittern	Ixobrychus exilis	THR	THR	G4G5	S4B	Y	x						
Birds	Loggerhead Shrike	Lanius ludovicianus	END	END	G4	S1B	Y			x				Historical record
Birds	Red-headed woodpecker	Melanerpes erythrocephalus	END	END	G5	S3	Y	x	x					
Birds	Bank Swallow	Riparia riparia	THR	THR	G5	S4B	Y	x			x			
Birds	Eastern Meadowlark	Sturnella magna	THR	THR	G5	S4B,S3N	Y			x			x	

TYPE	COMMON NAME	SCIENTIFIC NAME	COSEWIC STATUS	SARO STATUS	G-RANK	S-RANK	Provincially tracked	TARGETS						EXCEPTIONS AND OTHER NOTES
								Wetlands	Forest and Woodlands	Open Country	Otonabee River and Tributaries	Naturalized Green Space	Regenerative Agriculture	
Mammals	Little Brown Myotis	Myotis lucifugus	END	END	G3	S3	Y		x					
Mammals	Tri-coloured Bat	Perimyotis subflavus	END	END	G3G4	S3?	Y		x					
Insects	Lilypad Clubtail	Arigomphus furcifer			G5	S4	N	x			x			
Insects	American Bumblebee	Bombus pensylvanicus	SC		G3G4	S3S4	Y			x				
Insects	Red Sedge Borer	Capsula laeta			G4	S3S4	Y	x						Host plant Sparganium sp.
Insects	Brown Scoopwing	Calledapteryx dryopterata			G4	S3S4	Y		x					Host plant viburnum sp.
Insects	Owl-eyed Bird Dropping Moth	Cerma cora			G3G4	S3S4	Y			x				Host plant Pin Cherry and possibly hawthorn
Insects	Monarch	Danaus plexippus	END	SC	G4	S2N, S4B				x				
Insects	Red-chested Cuckoo Nomad Bee	Epeolus scutellaris			GNR	S3	Y			x				
Insects	Glorious Habrosyne	Habrosyne gloriosa			GNR	S3S4	Y			x		x		Host plant rubus sp. and ninebark
Insect	Fingered Lemmeria	Lemmeria digitalis			G4	S4?	N	x		x				sedges
Insects	Northern Bush Katydid	Scudderia septentrionalis			G3?	S3?	Y		x					Most often associated with oak and white pine

Appendix C: Threat Rating in Miradi

THREAT ASSESSMENT

Assess the Scope, Severity and Irreversibility of 3 threats to your Natural Area's targets. Utilize the quantified ratings for Very High, High, Medium & Low.

Scope - Most commonly defined spatially as the proportion of the target that can reasonably be expected to be affected by the threat within ten years given the continuation of current circumstances and trends. For ecosystems and ecological communities, measured as the proportion of the target's occurrence. For species, measured as the proportion of the target's population.

- Very High: The threat is likely to be pervasive in its scope, affecting the target across all or most (71-100%) of its occurrence/population.
- High: The threat is likely to be widespread in its scope, affecting the target across much (31-70%) of its occurrence/population.
- Medium: The threat is likely to be restricted in its scope, affecting the target across some (11-30%) of its occurrence/population.
- Low: The threat is likely to be very narrow in its scope, affecting the target across a small proportion (1-10%) of its occurrence/population.

Severity - Within the scope, the level of damage to the target from the threat that can reasonably be expected given the continuation of current circumstances and trends. For ecosystems and ecological communities, typically measured as the degree of destruction or degradation of the target within the scope. For species, usually measured as the degree of reduction of the target population within the scope.

- Very High: Within the scope, the threat is likely to destroy or eliminate the target, or reduce its population by 71-100% within ten years or three generations.
- High: Within the scope, the threat is likely to seriously degrade/reduce the target or reduce its population by 31-70% within ten years or three generations.
- Medium: Within the scope, the threat is likely to moderately degrade/reduce the target or reduce its population by 11-30% within ten years or three generations.
- Low: Within the scope, the threat is likely to only slightly degrade/reduce the target or reduce its population by 1-10% within ten years or three generations.

Irreversibility - The degree to which the effects of a threat can be reversed and the target affected by the threat restored.

- Very High: The effects of the threat cannot be reversed and it is very unlikely the target can be restored, or it would take more than 100 years to achieve this (e.g., wetlands converted to a shopping center).
- High: The effects of the threat can technically be reversed and the target restored, but it is not practically affordable or it would take 21-100 years to achieve this (e.g., wetland converted to agriculture).
- Medium: The effects of the threat can be reversed and the target restored with a reasonable commitment of resources or within 6-20 years (e.g., ditching and draining of wetland).
- Low: The effects of the threat are easily reversible and the target can be easily restored at a relatively low cost or within 0-5 years (e.g., off-road vehicles trespassing in wetland).

Scope + Severity = Threat Magnitude

		Scope			
		Very High	High	Medium	Low
Severity	Very High	Very High	High	Medium	Low
	High	High	High	Medium	Low
	Medium	Medium	Medium	Medium	Low
	Low	Low	Low	Low	Low

Threat Magnitude + Irreversibility = Threat Rating

		Irreversibility			
		Very High	High	Medium	Low
Magnitude	Very High	Very High	Very High	Very High	High
	High	Very High	High	High	Medium
	Medium	High	Medium	Medium	Low
	Low	Medium	Low	Low	Low

Ggwepnandizamin Systems Level Plan (2025)

TRENT UNIVERSITY

TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**
Action Requested: ☒ Decision; ☐ Discussion/Direction; ☐ Information

To:	Board of Governors
Date:	February 6, 2026
Presented by:	Jaime McKenna, Vice-Chair of the Board Julie Davis, Vice President External Relations & Development
Subject:	Philanthropic Policy Revisions

Motion for Consideration (if applicable):

That the Board of Governors approve revisions to the Gift Acceptance Policy and the Philanthropic Naming Policy as presented.

Executive Summary:

The Gift Acceptance and Philanthropic Naming Policies were due for review. Revisions have been made in keeping with current sector and institutional practices. The revised policies were circulated to PVP, the Trent policy review committee, and posted on the internal Trent portal for comment. No comments were received and the policies are now presented to the Executive Committee for review and recommendation for approval by the Board of Governors.

Analysis/Alternatives Considered:

Key Components of the policies include:

Gift Acceptance Criteria: Defines acceptable gifts and conditions under which gifts may be declined.

Naming Guidelines: Establishes standards for naming rights, duration, and revocation clauses.

Approval Processes: Outlines roles and responsibilities for decision-making.

Ethical and Legal Compliance: Ensures adherence to laws, donor intent, and institutional values, and sector practices.

Note: Policies at other Universities across Canada were reviewed in preparing these revisions.

Financial Considerations:

These policies are important to protect Trent's charitable registration and ability to attract philanthropic gifts.

Enterprise Risk Assessment:

Gift Acceptance and Philanthropic Naming policies are not just administrative tools—they are essential for protecting the university's integrity, ensuring responsible stewardship of donor contributions, and fostering trust with stakeholders.

Protect Institutional Integrity: Universities must safeguard their reputation and academic independence. Clear policies prevent gifts or naming arrangements that could compromise ethical standards, influence academic decisions, or conflict with institutional values.

Mitigate Risk: Donations can carry legal, financial, or reputational risks. Policies provide a framework for due diligence, ensuring compliance with laws, tax regulations, sector ethical standards, and internal governance requirements.

Promote Transparency and Accountability: Consistent processes for evaluating and approving gifts foster trust among donors, alumni, faculty, and the public. They demonstrate that decisions are made fairly and in line with established principles.

Safeguard Long-Term Interest: Naming rights often extend for decades. Policies ensure that names remain appropriate over time and include provisions for reconsideration if circumstances change (e.g., reputational issues).

Support Strategic Priorities: By aligning gifts with institutional priorities, policies help direct resources toward initiatives that advance the university's mission—such as scholarships, research, and infrastructure.

Next Steps:

The policies will be posted on the policy library following Board approval.

Alignment with Mission, Vision, Values, Strategic Plan:

Trent seeks to attract philanthropic donations to advance its mission and strategic goals.

Consultation:

As per normal practice, the revised policies were reviewed by the Trent Policy Committee and posted on the internal Trent portal for comment.

Compliance with Policy/Legislation:

Universities operate as registered charities under the Canada Revenue Agency (CRA) Income Tax Act. Trent's gift acceptance policy must ensure donations meet CRA requirements. Trent files an annual T3010 return that reports on donations received. Accurate tracking and appropriate receipting of gifts will ensure that Trent is compliant with CRA requirements and can maintain its charitable status.

Gift Acceptance Policy

Category: External Relations

Approval: Board of Governors

Responsibility: Vice-President, External Relations and ~~Advancement~~Development

Date: ~~June 15, 2018~~ TBC

Definitions:

~~**Benefactor** : A person or organization that contributes financially to a charitable cause without expectation of direct return.~~

Contracts/Research Agreements: Restricted payments received by the University from various parties, made in accordance with the terms of contracts entered into by the university to conduct specific programs. These are not considered gifts, and therefore not subject to this policy.

Denaming: The process of ~~removing~~ revoking a designated name, initially conferred ~~as a result of philanthropy,~~ upon a physical, academic or programmatic asset.

Designated/ Restricted gifts: Gifts, given to and accepted by the University, where the donor has specified ~~where in the University the support is to be directed~~the particular use or focus, or other restricting factors such as eligibility of student recipients. Gifts may be "designated", for instance, to a particular department, program or fund. ~~Also known as "restricted" gifts~~.

Donor: An individual, corporation, foundation or organization who/that contributes financially to a charitable cause without expectation of direct return.

Endowment: A financial contribution ~~whose capital~~that is invested by the University ~~and preserved~~ in order to create an expendable income ~~interest~~ stream.

Expendable gifts: Gifts or grants given to the University which the donor has directed are to be ~~immediately~~ used fully in support of various programs or projects.

Gift: A voluntary transfer of money or property~~cash and kind~~, from ~~individuals, corporations, foundations and other sources~~a donor to the University, ~~for either unrestricted or restricted utilization in the operation of the University. Gifts are~~ motivated by charitable intent~~,~~ and made without expectation of return. Where the donor, or persons related to the donor, receive consideration or a benefit in respect of the gift, the value of this benefit must be deducted from the fair market value of the gift when valuing the receipt, according to Canada Revenue Agency (CRA) regulations. Gifts may be monetary (cash, cheques) or non-monetary (e.g. securities, real property, or personal property), designated or undesignated, endowed or expendable.

Gift-in-Kind: Donated tangible and intangible assets and property, other than cash, such as real estate, furniture, scientific equipment, art, books, equipment, automobiles, inventory, personal property, securities, and other physical assets or materials, which represent value to the University.

~~**Pledges**: Contributions to Trent University which are "pledged" over a period of time (normally to a maximum of 5 years, depending on the size of the gift and the nature of the appeal). Open-ended pledges are those without an end date. Donors may stop or change their contributions at any time.~~

Naming: The process of conferring a designated name upon a physical, academic or programmatic asset. Naming may be in perpetuity or for a defined period of time, which shall be clearly indicated in a gift agreement that both the University and the donor sign. ~~as a result of philanthropy~~.

Official Charitable Receipt: The official charitable receipt is a statement issued to donors by the University that includes the Charitable Registration Number ("business number") and conforms to Canada Revenue Agency guidelines, such as a declaration of the value of the gift, date of the gift and name of the donor. Receipts are normally accepted by the Canada Revenue Agency to support the claim by donors of non-refundable donation tax credits and deductions.

Pledges: Contributions to Trent University which are "pledged" over a period of time (normally to a maximum of 5 years, depending on the size of the gift). Open-ended pledges are those without an end date. Donors may stop or change their contributions at any time.

Philanthropy: The effort to increase the well-being of humankind, commonly through charitable contributions and voluntarism.

Undesignated/ Unrestricted gifts: Gifts~~, given to the University for charitable purposes~~, where the donor has not specified any restrictions on the use. ~~of the gift. Also known as "unrestricted gifts"~~.

1. Purpose/Reason for Policy:

1.1 Trent University welcomes gifts which enable it to fulfill its mission of teaching, research, and community service. Philanthropic support is essential to enhance the U~~u~~niversity's academic offerings, recruit and retain high quality students, faculty, and staff, and enhance the physical campuses.

1.2 Through the promotion of voluntarism and philanthropy, the Advancement Office provides central friend-and-fund-raising support to assist the University. Federal and provincial governments encourage voluntary gift support of charitable organizations such as Trent University, and allow ~~substantial~~ tax relief to donors for qualified gifts.

1.3 The significance of these tax laws makes it an important obligation of the University to record and acknowledge all gifts received. The Advancement Office is responsible for issuing official charitable receipts for charitable gifts received by Trent University in compliance with the requirements of the Income Tax Act, and in accordance with procedures established by the University. Trent University is a registered charity under Canada Revenue Agency (Charitable Registration Number is 119268928 RR0001).

2. Scope of this Policy

This policy has been established to:

2.1 ensure that informed decisions are made on the acceptance of gifts and that such gifts are receipted in accordance with the requirements of the Income Tax Act

2.2 ensure that efficient administrative, legal, and accounting practices and procedures are followed

2.3 enable accurate reporting of gifts bestowed upon Trent University

2.4 ensure consistent, equitable relations with donors

~~2.4~~2.5 ensure the University's reputation and mission are enhanced through philanthropy

~~1. iIn order to ensure that this Policy continues to be effective, it shall be reviewed periodically. The Advancement Office is responsible for initiating this review (every 5 years minimum).~~

Policy Statement

This policy is established to govern the acceptance of all gifts made to Trent University whether such gifts are inter vivos (lifetime) gifts or gifts from estates.

3. Principles and Responsibilities:

~~2.5~~3.1 Trent University holds itself to a high standard of ethical conduct, both within its own community of scholars, students, alumni and employees, and in all of its external relationships and interactions – with businesses and commercial enterprises, with other external organizations, and with friends and donors.

~~2.6~~3.2 Trent University values and will protect its integrity, autonomy, academic freedom and its public ~~image~~reputation. It will not accept gifts or external support when a condition of such acceptance would compromise these fundamental principles.

~~2.7~~3.3 Ownership of all gifts directed to Trent University vests in the University, whether said gifts are for the benefit of the University generally or for some specific purpose within it.

~~2.8~~3.4 Trent University may elect to accept or decline any gift and the final authority rests with the Board of Governors with decisions made by its delegates, where applicable.

~~2.9~~3.5 Acceptance of any gift contribution which involves a ~~proposal to name~~naming consideration is conditional upon final approval of the naming by the Board of Governors or its delegates.

3.6 The President and Vice-President, External Relations and Development~~Advancement~~, must be provided with appropriate discretionary authority to manage the philanthropic process effectively and efficiently. Consultative mechanisms assist these University officers in carrying out their duties. These processes should be as nimble as possible while ensuring appropriate consultation with the university community.

~~2.10~~3.7 If changed circumstances should at some future time make it impractical to continue using gifts for the designated purpose, and the Donor or their designate(s) are either not living or not able to consent to an amendment, then the Board of Governors of Trent University may redesignate the purpose, and the amended terms shall adhere as closely as possible to the Donor's original intent for their gift.

3.8 Should changed circumstances lead to the denaming or renaming of a designated facility, program or other initiative, and provided that the University has in good faith fulfilled its original commitment to the benefactor, the University will be in no way obligated to return any portion of a charitably receipted gift to the donor.

3.9 All gifts must be made independent of:

- Appointment or employment decisions

- Student admission
- ~~and c~~Scholarship or curriculum decisions.
- Procurement of products and services

~~2.11~~3.10 ~~Donor rights are protected as outlined in the~~ The University adheres to the AFP Code of Ethical Standards as well as the Donor Bill of Rights to ensure an ethical and transparent philanthropic program ~~.~~

~~2.12~~3.11 Legal and regulatory frameworks guide all activity

Contact Officer:

~~Director of Philanthropy, External Relations & Advancement~~Associate Vice President, Philanthropy & Alumni Engagement

Date for Next Review:

~~April 2023~~~~June 2030~~ January 2031

Related Policies, Procedures & Guidelines

a) Endowed Chairs and Professorships Program
b) Fixed Term Professorship Program
c) Gift Acceptance Procedure
d) Gifts of Publicly Traded Stocks & Securities
e) ~~Honorific and Wayfinding Campus Names Policy~~Campus Names Policy
f) Philanthropic Naming Policy
g) Procedure on Negotiation and Approval of Philanthropic Naming, Renaming and Denaming
h) Statement of Investment Policies and Procedures Trent University Endowment Fund Special Resolution II.6
i) Special Resolution II.4 Property and Land Use

Policies Superseded by This Policy:

N/A

Gift Acceptance Policy

Category: External Relations

Approval: Board of Governors

Responsibility: Vice-President, External Relations and Development

Date: February 2026

Definitions:

Contracts/Research Agreements: Restricted payments received by the University from various parties, made in accordance with the terms of contracts entered into by the university to conduct specific programs. These are not considered gifts, and therefore not subject to this policy.

Denaming: The process of revoking a designated name, initially conferred upon a physical, academic or programmatic asset.

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2.2 ensure that efficient administrative, legal, and accounting practices and procedures are followed
2.3 enable accurate reporting of gifts bestowed upon Trent University
2.4 ensure consistent, equitable relations with donors
2.5 ensure the University's reputation and mission are enhanced through philanthropy

Policy Statement

This policy is established to govern the acceptance of all gifts made to Trent University whether such gifts are inter vivos (lifetime) gifts or gifts from estates.

3. Principles and Responsibilities:

3.1 Trent University holds itself to a high standard of ethical conduct, both within its own community of scholars, students, alumni and employees, and in all of its external relationships and interactions – with businesses and commercial enterprises, with other external organizations, and with friends and donors.

3.2 Trent University values and will protect its integrity, autonomy, academic freedom and its public reputation. It will not accept gifts or external support when a condition of such acceptance would compromise these fundamental principles.

3.3 Ownership of all gifts directed to Trent University vests in the University, whether said gifts are for the benefit of the University generally or for some specific purpose within it.

3.4 Trent University may elect to accept or decline any gift and the final authority rests with the Board of Governors with decisions made by its delegates, where applicable.

3.5 Acceptance of any gift contribution which involves a naming consideration is conditional upon final approval of the naming by the Board of Governors or its delegates.

3.6 The President and Vice-President, External Relations and Development, must be provided with appropriate discretionary authority to manage the philanthropic process effectively and efficiently. Consultative mechanisms assist these University officers in carrying out their duties. These processes should be as nimble as possible while ensuring appropriate consultation with the university community.

3.7 If changed circumstances should at some future time make it impractical to continue using gifts for the designated purpose, and the Donor or their designate(s) are either not living or not able to consent to an amendment, then the Board of Governors of Trent University may redesignate the purpose, and the amended terms shall adhere as closely as possible to the Donor's original intent for their gift.

3.8 Should changed circumstances lead to the denaming or renaming of a designated facility, program or other initiative, and provided that the University has in good faith fulfilled its original commitment to the benefactor, the University will be in no way obligated to return any portion of a charitably receipted gift to the donor.

3.9 All gifts must be made independent of:

- Appointment or employment decisions
- Student admission
- Scholarship or curriculum decisions.
- Procurement of products and services

3.10 The University adheres to the AFP Code of Ethical Standards as well as the Donor Bill of Rights to ensure an ethical and transparent philanthropic program

3.11 Legal and regulatory frameworks guide all activity

Contact Officer:

Associate Vice President, Philanthropy & Alumni Engagement

Date for Next Review:

January 2031

Related Policies, Procedures & Guidelines

a) Endowed Chairs and Professorships Program
b) Fixed Term Professorship Program
c) Gift Acceptance Procedure
d) Gifts of Publicly Traded Stocks & Securities
e) Campus Names Policy
f) Philanthropic Naming Policy
g) Procedure on Negotiation and Approval of Philanthropic Naming, Renaming and Denaming
h) Statement of Investment Policies and Procedures Trent University Endowment Fund Special Resolution II.6
i) Special Resolution II.4 Property and Land Use

Policies Superseded by This Policy:

N/A

Philanthropic Naming Policy

Category: External Relations
Approval: Board of Governors
Responsibility: Vice-President, External Relations and DevelopmentAdvancement
Date initially approved: March 25, 2011
Date of last revision: N/A TBC

While both philanthropic and non-philanthropic naming processes share many common principles, honorific and wayfinding Campus Names are covered under the Policy on Campus Names. Gift acceptance is also addressed under the Gift Acceptance Policy.

Definitions:

BenefactorDonor: An individual, corporation, foundation or organization who/that contributes financially to a charitable cause without expectation of direct return.A person or organization that contributes financially to a charitable cause without expectation of direct return.

Denaming: The process of removingrevoking a designated name initially conferred as a result of philanthropy upon a physical, academic or programmatic asset.

Endowment: A financial contribution that is invested by the University in order to create an expendable income streamwhosecere capital is invested and preserved in order to create an expendable interestincome stream.

Philanthropic Naming: The process of conferring an honorific name upon a physical, academic or programmatic asset as a result of philanthropya donation.

Philanthropy: The effort to increase the well-being of humankind, commonly through charitable contributions and voluntarism.

Purpose/Reason for Policy:

The naming of university activities or property is a long-established custom at Trent University, dating back to its inception. From named Chairs and awards to named buildings and gardens, Trent University welcomes the opportunity to honourrecognize those who have rendered outstanding servicesupport of to the University, the Province of Ontario, to Canada, or internationally.

In particular, Trent University welcomes the opportunity to honourrecognize individuals and organizations whose generous philanthropy makes possible the construction or restoration of buildings, the establishment of endowments, the development of innovative programs and, in general, the advancement of the University's mission.

Several factors make it desirable to update and clarifyThis policy provides a framework for the granting of named philanthropic recognition at Trent University:

- the need to provide a protocol for establishing recognition to those who render outstanding benefaction to the University;

- the need to promote consistency in the tributes paid by the University to its supporters;
- the need to ensure appropriate utilization of the ~~very limited~~available ~~number of~~ naming opportunities;
- the need to provide guidelines for those involved in discussions with donors
- the need for measures to protect the academic integrity and reputation of the university

Scope of this Policy:

This policy guides the granting of named philanthropic recognition at Trent University for:

Physical assets such as:

- buildings or ~~substantial~~ parts of buildings e.g ~~(~~wings, floors, atriums, rooms, laboratories) ~~or other locations on campus such as~~
- ~~r~~Roadways, discrete spaces, other structures
- special research, teaching, recreational, service or other facilities
- Common or green spaces

Nonphysical assets such as:

- faculties, departments, schools or other academic units

research centres, institutes or programs

• programs of service or recreation

• lectureships, special lecture series, and awards

• fellowships, scholarships, bursaries, prizes and other student awards

• endowed or limited duration chairs, professorships

• collections of books, art or other materials

• such other entities as the University may from time to time see fit to name

~~programs of research, teaching~~

- ~~departments, schools or professional programs~~
- ~~programs of service or recreation~~
- ~~lectureships, special lecture series, awards for excellence in teaching, research, or performance of other academic responsibilities~~
- ~~fellowships, scholarships, bursaries, prizes and other student awards~~
- ~~endowed or limited duration chairs, professorships~~
- ~~library collections of books or other materials~~
- ~~series of publications produced by a division or department; endowed publication grants for books not designated as part of a series; awards for outstanding publications~~
- ~~collections of works of art~~
- ~~trophies and other awards for extracurricular achievement~~
- ~~such other entities as the University may from time to time see fit to name in order to recognize service or philanthropic donations~~

~~While both philanthropic and non-philanthropic naming processes share many common principles, hHonorific and wWayfinding Campus Names are covered under a separate policy. Gift Acceptance is also addressed under a separate policy~~

Policy Statement:

This policy and its related procedures govern philanthropic naming, renaming and denaming at Trent University.

Principles and Responsibilities:

1. Ultimate authority to accept or decline any proposal to name at Trent University rests with the Board of Governors. In the case of named academic appointments (i.e. Chairs, Professorships), named academic initiatives (e.g. lecture series or major scholarships), or significant named areas of academic life, details of the naming and/or terms of reference will be developed in consultation with academic representatives~~, and/or the Senate, as appropriate~~. Endowed Chairs and Professorships Program terms are managed by a separate policy.
2. Ultimate authority to discontinue the designated name of a building, room, area or program (i.e. denaming), or to transfer the name to another building, room, area or program, at Trent University rests with the Board of Governors.
3. Consistent with Trent University's *Gift Acceptance Policy*, the acceptance of any philanthropic donation which involves a proposal to name is conditional upon ultimate approval of the naming by the Board of Governors. Such approval may be provided in principle on the basis of a schedule of defined naming opportunities and the appropriate level of philanthropic donation required for each (see Procedure on Negotiation and Approval of Philanthropic Naming).
4. Notwithstanding any other provision of this policy, no naming will be approved or (once approved) continued that will call into serious question the public respect of the University or would otherwise not be in the best interests of the University, in the opinion of the Board. Preserving the academic integrity and reputation of the university is of fundamental importance.
5. No name will be approved that requires or directly implies the University's endorsement of a partisan political or ideological position or of a particular commercial product or service. This does not preclude the name of an individual who has at one time held public office or the name of an individual or a company that manufactures or distributes commercial products or services.
6. The University may choose to extend recognition through a naming (e.g. a named building) after a donor/donors, provided that the donor will provide a significant part of the cost of funding the facility or activity. Such recognition will generally take effect once the donor has fulfilled an appropriate portion of their commitment (see Procedure).
7. The value of a naming opportunity of a specific space should be determined by its size, location, and the activity taking place within the space. The value of a program, project, unit or centre should be determined by the numbers of users, the importance of the initiative to the University, and public profile of the program. Appropriate comparators will be used as benchmarks to ensure the valuation of the naming opportunities is accurate.
8. Subject to the terms of this Policy generally, and Sections 2 and 4 specifically, when permanent named recognition has been extended for a gift received, it is intended to be

~~honoured~~recognized in perpetuity. In the event of changed circumstances (e.g. a facility or program no longer exists) the University reserves the right to determine the form which such permanence may take, generally in consultation with the benefactor or their authorized representative(s) where appropriate.

9. From time to time, it may be appropriate to offer named recognition for a limited period ~~(for example, the Fixed Term Professorship program)~~. In this case, subject to the terms of this Policy, Trent intends to ~~honour~~recognize the name for that period of time. At the end of the naming term, provided that continued or renewed recognition is deemed to be in the best interests of the University~~, in the opinion of the Board~~, the donor, or his/her designate, will be given an opportunity to provide additional support according to the new Terms of Reference.
10. Should changed circumstances lead to the denaming or renaming of a designated facility, program or other initiative, and provided that the University has in good faith fulfilled its original commitment to the benefactor, the University will be in no way obligated to return any portion of a charitably receipted gift to the donor.
11. Provisions in this policy that refer to naming for a ~~benefactor~~donor also in general apply to naming for a third party at the wish of a ~~benefactor~~donor.
12. Only in exceptional circumstances will facilities or activities be named ~~by benefactors~~ in honour of members of faculty or staff while the honouree remains in the full time employment of the University.
13. The External Relations and ~~Advancement~~Development portfolio shall be responsible for maintaining and updating an inventory of named facilities and naming opportunities.
14. The Vice-President of External Relations and ~~Advancement~~Development, or ~~his or her~~their designate, shall advise on consistent application of current, approved naming policies with respect to recognition of philanthropic donations.
15. The University reserves the right to decide on the physical displays which may accompany named recognition.

Contact Officer:

~~Director of Philanthropy, Office of External Relations and Advancement~~ Associate Vice-President, Philanthropy & Alumni Engagement

Date for Next Review:

~~N/A~~ January 2031

Related Policies, Procedures & Guidelines

a) Endowed Chairs and Professorships Program
b) Fixed Term Professorship Program
c) Gift Acceptance Policy
~~d) Gift in Kind Acceptance - Scientific & Computer Equipment~~
~~e)~~d) Gifts of Publicly Traded Stocks & Securities
~~f)~~e) ~~Honorific and Wayfinding~~ Policy on Campus Names ~~Policy~~
~~g)~~f) Procedure on Negotiation and Approval of Philanthropic Naming, Renaming and Denaming

Policies Superseded by This Policy:

a) Policy on Campus Names, 1989

Philanthropic Naming Policy

Category: External Relations
Approval: Board of Governors
Responsibility: Vice-President, External Relations and Development
Date initially approved: March 25, 2011
Date of last revision: February 2026

While both philanthropic and non-philanthropic naming processes share many common principles, honorific and wayfinding Campus Names are covered under the Policy on Campus Names. Gift acceptance is also addressed under the Gift Acceptance Policy.

Definitions:

Donor: An individual, corporation, foundation or organization who/that contributes financially to a charitable cause without expectation of direct return.

Denaming: The process of revoking a designated name initially conferred upon a physical, academic or programmatic asset.

Endowment: A financial contribution that is invested by the University in order to create an expendable income stream.

Philanthropic Naming: The process of conferring a name upon a physical, academic or programmatic asset as a result of a donation.

Philanthropy: The effort to increase the well-being of humankind, commonly through charitable contributions and voluntarism.

Purpose/Reason for Policy:

The naming of university activities or property is a long-established custom at Trent University, dating back to its inception. From named Chairs and awards to named buildings and gardens, Trent University welcomes the opportunity to recognize those who have rendered outstanding support of the University.

In particular, Trent University welcomes the opportunity to recognize individuals and organizations whose generous philanthropy makes possible the construction or restoration of buildings, the establishment of endowments, the development of innovative programs and, in general, the advancement of the University's mission.

This policy provides a framework for the granting of named philanthropic recognition at Trent University:

- the need to provide a protocol for establishing recognition to those who render outstanding benefaction to the University;
- the need to promote consistency in the tributes paid by the University to its supporters;
- the need to ensure appropriate utilization of the available naming opportunities;

- the need to provide guidelines for those involved in discussions with donors
- the need for measures to protect the academic integrity and reputation of the university

Scope of this Policy:

This policy guides the granting of named philanthropic recognition at Trent University for:

Physical assets such as:

- buildings or parts of buildings e.g wings, floors, atriums, rooms, laboratories)
- Roadways, discrete spaces, other structures
- special research, teaching, recreational, service or other facilities
- Common or green spaces

Nonphysical assets such as:

- faculties, departments, schools or other academic units, research centres, institutes or programs
- programs of service or recreation
- lectureships, special lecture series, and awards
- fellowships, scholarships, bursaries, prizes and other student awards
- endowed or limited duration chairs, professorships
- collections of books, art or other materials
- such other entities as the University may from time to time see fit to name

Policy Statement:

This policy and its related procedures govern philanthropic naming, renaming and denaming at Trent University.

Principles and Responsibilities:

1. Ultimate authority to accept or decline any proposal to name at Trent University rests with the Board of Governors. In the case of named academic appointments (i.e. Chairs, Professorships), named academic initiatives (e.g. lecture series or major scholarships), or significant named areas of academic life, details of the naming and/or terms of reference will be developed in consultation with academic representatives. Endowed Chairs and Professorships Program terms are managed by a separate policy.
2. Ultimate authority to discontinue the designated name of a building, room, area or program (i.e. denaming), or to transfer the name to another building, room, area or program, at Trent University rests with the Board of Governors.
3. Consistent with Trent University's *Gift Acceptance Policy*, the acceptance of any philanthropic donation which involves a proposal to name is conditional upon ultimate approval of the naming by the Board of Governors. Such approval may be provided in principle on the basis of a schedule of defined naming opportunities and the appropriate level of philanthropic donation required for each (see Procedure on Negotiation and Approval of Philanthropic Naming).

4. Notwithstanding any other provision of this policy, no naming will be approved or (once approved) continued that will call into serious question the public respect of the University or would otherwise not be in the best interests of the University, in the opinion of the Board. Preserving the academic integrity and reputation of the university is of fundamental importance.
5. No name will be approved that requires or directly implies the University's endorsement of a partisan political or ideological position or of a particular commercial product or service. This does not preclude the name of an individual who has at one time held public office or the name of an individual or a company that manufactures or distributes commercial products or services.
6. The University may choose to extend recognition through a naming (e.g. a named building) after a donor/donors, provided that the donor will provide a significant part of the cost of funding the facility or activity. Such recognition will generally take effect once the donor has fulfilled an appropriate portion of their commitment (see Procedure).
7. The value of a naming opportunity of a specific space should be determined by its size, location, and the activity taking place within the space. The value of a program, project, unit or centre should be determined by the numbers of users, the importance of the initiative to the University, and public profile of the program. Appropriate comparators will be used as benchmarks to ensure the valuation of the naming opportunities is accurate.
8. Subject to the terms of this Policy generally, and Sections 2 and 4 specifically, when permanent named recognition has been extended for a gift received, it is intended to be recognized in perpetuity. In the event of changed circumstances (e.g. a facility or program no longer exists) the University reserves the right to determine the form which such permanence may take, generally in consultation with the benefactor or their authorized representative(s) where appropriate.
9. From time to time, it may be appropriate to offer named recognition for a limited period . In this case, subject to the terms of this Policy, Trent intends to recognize the name for that period of time. At the end of the naming term, provided that continued or renewed recognition is deemed to be in the best interests of the University, the donor, or his/her designate, will be given an opportunity to provide additional support according to the new Terms of Reference.
10. Should changed circumstances lead to the denaming or renaming of a designated facility, program or other initiative, and provided that the University has in good faith fulfilled its original commitment to the benefactor, the University will be in no way obligated to return any portion of a charitably receipted gift to the donor.
11. Provisions in this policy that refer to naming for a donor also in general apply to naming for a third party at the wish of a donor.
12. Only in exceptional circumstances will facilities or activities be named in honour of members of faculty or staff while the honouree remains in the full time employment of the University.
13. The External Relations and Development portfolio shall be responsible for maintaining and updating an inventory of named facilities and naming opportunities.
14. The Vice-President of External Relations and Development, or their designate, shall advise on consistent application of current, approved naming policies with respect to recognition of philanthropic donations.
15. The University reserves the right to decide on the physical displays which may accompany named recognition.

Contact Officer:

Associate Vice-President, Philanthropy & Alumni Engagement

Date for Next Review:

January 2031

Related Policies, Procedures & Guidelines

a) Endowed Chairs and Professorships Program
b) Fixed Term Professorship Program
c) Gift Acceptance Policy
d) Gifts of Publicly Traded Stocks & Securities
e) Policy on Campus Names
f) Procedure on Negotiation and Approval of Philanthropic Naming, Renaming and Denaming

Policies Superseded by This Policy:

a) Policy on Campus Names, 1989

TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**
Action Requested: ☐ Decision; ☐ Discussion/Direction; ☒ Information

To:	Board of Governors
Date:	February 6, 2026
Presented by:	Jaime McKenna, Vice-Chair of the Board Stephanie Williams, Vice-President, People, Culture & Student Services
Subject:	2025 Annual Report: Student Mental Health & Institutional Attestation

Motion for Consideration (if applicable):
That the Board of Governors receive this report for information.

Executive Summary:
The *Strengthening Accountability and Student Supports Act, 2024* received Royal Assent on May 16, 2024 requiring universities to have a student mental health policy in place, and report annually on the effectiveness of its student mental health policy. This report fulfills that requirement and includes key performance indicators aligned with three areas of focus within Trent's Student Mental Health & Well-being Framework.

The Framework outlines three areas of focus: Culture & Organization, Mental Health Literacy, and Mental Health Support. Data drawn from the Canadian Campus Wellbeing Survey (CCWS), the Student Success Survey, and institutional service utilization demonstrate that mental health challenges remain prevalent across the student population, with the majority of respondents reporting average or low mental wellbeing. At the same time, awareness of services and willingness to seek professional help have increased.

Service utilization data indicate consistent demand for mental health supports, alongside a notable increase in case complexity and urgent care needs. Together, these findings reinforce the importance of sustained investment in prevention, early intervention, accessible services, and coordinated care.

Analysis/Alternatives Considered:

The Student Mental Health & Wellbeing Framework provides a coordinated and comprehensive approach to supporting student mental health across the institution.

The Framework is organized around three areas of focus:

- Culture & Organization: inclusive, safe and supportive campus
- Mental Health Literacy: well-being promotion and illness prevention
- Mental Health Support: services and crisis management

The following sections report on the key indicators associated with each area.

1. Culture & Organization

Understanding perceptions of the campus climate is important to supporting mental health as it shapes how safe, supported and valued students feel within the Trent community. A campus climate that is perceived as inclusive, respectful and responsive encourage help-seeking, connection, and engagement, all of which are protective factors for mental well-being.

Perceptions of the climate with respect to mental Health:

Data from the Canadian Campus Wellbeing Survey (CCWS), a national survey of post-secondary students that collects information on physical and mental health, help-seeking behaviours, and campus experiences, indicate modest improvements in Trent students' self-rated mental and physical health over time. Average mental health scores increased from 2.24 in 2022 to 2.61 in 2025, while average physical health scores rose from 2.66 to 2.90 over the same period. Responses were collected on a five-point scale from 'poor' to 'excellent', with both scores remaining in the 'fair' range.

These findings suggest incremental improvement in overall student wellbeing. At the same time, they indicate that a substantial proportion of our students continue to face challenges that may affect their academic persistence and overall quality of life. Maintaining a supportive campus climate is therefore essential to enabling help-seeking, connection, and engagement, all of which are protective factors for student mental health.

2. Mental Health Literacy

Mental Health Literacy is essential to effective support, as students must be aware of available resources and understand how to access them. When students have clear knowledge of these resources and support, they are more likely to seek help early, before challenges escalate into crises. Increased awareness also helps to reduce stigma by normalizing help-seeking behaviours and reinforcing that support is a shared responsibility within the Trent community. Clear, consistent knowledge of services and how to help others, empowers students to make informed choices about their well-being and enables peers, faculty and staff to guide others to appropriate support when needed.

Awareness of services and resources:

The Student Success Survey (conducted annually in Fall term), asks students to identify if they are “aware”, “unsure” or “unaware” of particular university services.

In Fall 2025, the Survey indicates that most respondents are aware of services provided by the Student Wellness Centre.

	2025		
	Aware	**Unsure**	**Unaware**
Student Wellness Centre	75.6%	15.5%	5.4%

Helping behaviours:

The CCWS results reveal a notable increase in students’ willingness to access professional support for serious emotional distress. In 2023, approximately 40 per cent of respondents indicated that they would pursue professional assistance, rising to 63 per cent in 2025. This increase reflects both greater awareness of available services and a reduction in stigma associated with help-seeking. Students note that they continue to rely on peers, family members, and significant others as important sources of support, illustrating that help-seeking is a shared responsibility across the Trent campus community. Collectively, these trends indicate that students possess a heightened awareness of available resources and are more willing to engage with professional supports, providing evidence of the positive impact of mental health literacy initiatives on campus

3. Mental Health Support

Responsive and effective support is essential to supporting mental health to ensure timely, coordinated, and compassionate support during moments of distress. It helps reduce the risk of harm, supports recovery, and reassures students that their safety and well-being are priorities.

Student support service usage rates:

Over the past academic year, Counselling and Health Services have consistently delivered comprehensive mental health and wellness support to a significant proportion of the student population, reflecting both the ongoing demand and the essential role of these services in promoting student health and wellbeing.

Total counselling appointments were relatively stable between 2023–24 and 2024–25, reflecting ongoing demand for services and the Counselling team’s capacity to respond effectively to evolving student needs. Initial appointments, representing students accessing counselling for the first time, remained steady, while follow-up appointments, reflecting ongoing sessions for students already engaged in counselling, increased from approximately 541 in 2023–24 to 730 in 2024–25, a growth of roughly 35%. This trend demonstrates sustained engagement and

continuity of care, highlighting the development of ongoing therapeutic relationships that support effective mental health intervention and positive student outcomes.

Urgent care appointments have more than doubled over the past three years, rising from 107 in 2023–24 to 156 in 2024–25, with 115 recorded in the fall term of 2025 alone. This increase reflects the heightened complexity of student presentations and underscores the need for rapid-response capacity and robust case management supports.

The fall term of 2025 has already seen a very busy start, with approximately 993 counselling appointments provided across both campuses. Of these, 427 were initial appointments and 445 were follow-up appointments, indicating sustained demand for services and the continued delivery of effective mental health support at the beginning of the academic year.

Health Services data further demonstrate the scale and intensity of campus-based mental health support. During fall 2025, the clinic conducted 1,434 physician appointments and 1,349 nurse appointments, including 314 urgent care visits. A total of 208 students accessed services specifically for mental health concerns. Compared with fall 2024, the average number of mental health appointments per student increased by approximately 13.6 per cent, indicating more intensive engagement patient. By providing this urgent care on campus, students were able to access timely support without relying on external emergency or walk-in services.. Physician mental health appointments increased from 841 in 2024–25 to 980 in fall 2025 alone, further demonstrating rising demand and case complexity.

Workshops and Group Programming

In 2025, the student health and wellness teams delivered targeted programs to support student wellbeing, including:

- *Surfing the Waves of Emotion*, an eight-week psychotherapy group focused on emotion regulation and communication skills
- *Unmasking Autism*, a five-week process group for self-identified autistic students
- *EVERYbody Project*, delivered in partnership with Eating Disorders Ontario, a gender-inclusive body image intervention. The group was offered twice and facilitated by student placement learners within counselling and wellness services in Durham.
- *Mood Walks,* delivered in partnership with the Canadian Mental Health Association of Ontario, were offered in fall, winter, and spring terms and led by trained Peer Wellness Educators in Durham
- Campus wide workshops on work-life balance and academic support for mature and transfer students

Health Promotion

Health promotion activities play an important role in prevention, early intervention, and creating shared responsibility for student wellbeing across the Trent community. Throughout the academic year, the Counselling and Wellness team participated in all major orientation and transition programming at both the Peterborough and Durham campuses, including Summer Kickstart, Orientation Days, Support Alleys, and Pathways to Success programming during the Spring, Fall, and Winter terms. These activities ensured that both incoming and returning students received clear, consistent information about available wellness services, understood how to access support, and were exposed to messaging that normalizes mental health needs and help-seeking.

Trent also hosted Thrive Week programming in both the Fall and Winter semesters, with themes focused on building connections and supporting wellbeing during the winter term. Programming was intentionally designed to reduce isolation, promote resilience, and reflect the diverse experiences of students, including dedicated events and resources featuring Black-affirming speakers and content. Community partners were invited to participate in tabling and awareness-raising activities, increasing visibility of both on-campus and local supports related to substance use, gambling and gaming, sexual violence response, trauma therapy, urgent and crisis care, and provincial services such as Good2Talk and Connex Ontario.

Additional health promotion initiatives included the Harm Reduction Fair, Halloween *Condoms and Candies*, Gender Affirming Care Fair, Trans Day of Remembrance vigil and reflection drop-in, *Pee for Pizza* pop-up STI testing, and Exam Care kits tabling.

<u>Community Partnerships and Referral Pathways</u>
Trent maintains strong collaborations with local and regional partners to extend access to timely and comprehensive care for students. Informal referral pathways include the Lynx Early Psychosis Intervention Program, the Canadian Mental Health Association (Haliburton, Kawartha & Pine Ridge) Mobile Crisis Intervention Team and Brief Services, the Peterborough Regional Health Centre Crisis Response Unit and Adult Inpatient Mental Health Unit, and Lakelands Public Health. Formal partnerships include the Ontario Structured Psychotherapy Program through Ontario Shores, Durham Rape Crisis Centre and Eating Disorders Ontario.

These relationships facilitate coordinated care for students with complex needs, enhance the availability and timeliness of supports, and ensure the institution can respond effectively to acute and evolving mental health challenges.

Financial Implications:

Mental health is a prevalent issue in society, and individuals in the traditional student age group (18-24) are particularly vulnerable. Providing proactive education and outreach, support, and creating a culture of care for students helps support positive

mental health within our student population. Experiencing negative mental health can severely impact students' ability to persist in their degree, affecting student retention.

Continued investment in proactive support and preventive education is critical to avoid costly reactive post-crisis follow up support. Furthermore, students with positive mental health and feel like they belong at Trent are more likely to persist to graduation. With the decrease in enrolment, retaining current students is a top priority.

To support Mental Health Initiatives across the institution, there is a reliance on MCURES special purpose grants. Over $350,000 in direct mental health resources are linked to these various grants ranging from one to three-year terms. The recurring short-term funding periods can create precarity in ensuring stable resources for students, and pose challenges in implementing a long-term strategy for mental health support.

Enterprise Risk Assessment:
Mental health has emerged as a critical area of focus across post-secondary institutions, with increasing societal attention on prevention, early intervention, and crisis response. Inadequate supports or delays in responding to student mental health concerns can carry reputational risks, affect student satisfaction, and negatively influence retention and recruitment. Conversely, robust mental health programming and coordinated care can enhance institutional reputation, demonstrate a commitment to student wellbeing, and reduce the likelihood of acute incidents escalating, thereby mitigating operational, reputational, and financial risks.

Next Steps:
This annual report has been submitted to MCURES on January 31, 2026, and is presented to the Board for information.

Alignment with Mission, Vision, Values, Strategic Plan:
An environment that supports mental health is in directly aligned to the Board Directions (2022-26/27), Theme 2: "*Trent University will continue to develop and maintain vibrant campuses that reflect friendly, caring, personal and interconnected culture of Trent*".

Consultation:
The Student Mental Health & Well-being Committee continues to meet and includes representatives from student associations, staff, faculty, and community members.

Compliance with Policy/Legislation:
This report is submitted in compliance with the Ministry of Colleges, Universities, Research Excellence and Security (MCURES) requirement to report annually on the effectiveness of the Student Mental Health & Wellbeing Framework.

- Issued by the Minister pursuant to subsection 19(4) of the *Ministry of Training, Colleges and Universities Act* (MTCU Act), each publicly-assisted college and university is to provide an annual report to its board of governors. This is an ongoing requirement and the report must be publicly available on the dedicated webpage and submitted to the Minister by January 31st of each year.

Committee/Board Mandate:

The Government of Ontario has mandated that each university present to their boards of governors an annual update on student mental health and the effectiveness of its student mental health policy.

Supporting Reference Materials (attached):

1. Appendix A: Submitted Ministry Attestation Form
2. Student Mental Health & Wellbeing Framework

TRENT UNIVERSITY
VICE PRESIDENT, PEOPLE, CULTURE & STUDENT SERVICES

Appendix A - Attestation

To whom it may concern at the Ministry of Colleges, Universities, Research Excellence and Security:

I attest that **Trent University** is in compliance with sections 19 and 20 of the *Ministry of Training, Colleges and Universities Act and* the Minister's Directives made pursuant to those sections.
Trent University complies with:

- Minister's Student Mental Health Directive (issued September 2024),
- Minister's Anti-Racism/ Anti-Hate Directive (issued September 2024).

I attest that student mental health and anti-racism / anti hate policies are in place in accordance with the legislation and the Minister's directives. As well, I attest that this information will be effectively communicated to students through an email on **September 9th, 2025**, with direct links to policies, processes and complaints mechanisms. I also attest this email will be sent annually each September to students and the campus community.

The following institutional webpages demonstrate our implementation of the legislative and directive requirements.

- Mental Health Webpage - https://www.trentu.ca/wellness/mental-health
- Anti-Racism/Anti-Hate Webpage - https://www.trentu.ca/chrea/strengthening-accountability-and-student-supports
    - Complaints- https://forms.office.com/Pages/ResponsePage.aspx?id=3-mzllVhrE2u0ngohYEq7MZyU7x3B89DmzO3RkU19IlURFVLV0dJS0kySEk0S1VXWVVVT1NTQlRWVi4u

TRENT UNIVERSITY
VICE PRESIDENT, PEOPLE, CULTURE & STUDENT SERVICES

Attestation

By signing this attestation form I confirm, as the relevant signing authority on behalf of **Trent University**, that the information contained in this submission is true, accurate and complete in all material respects as of the date this attestation is signed.

Name: **Stephanie Williams**

Title: **Vice President, People, Culture & Student Services**

Signature: 

Date: **August 21, 2025**

TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**
Action Requested: ☐ Decision; ☐ Discussion/Direction; ☒ Information

To:	Board of Governors
Date:	February 6, 2026
Presented by:	Jaime McKenna, Vice-Chair of the Board Stephanie Williams, Vice-President, People, Culture & Student Services
Subject:	2025 Annual Report: Anti-Hate/Racism & Institutional Attestation

Motion for Consideration (if applicable):

That the Board of Governors receive this report for information.

Executive Summary:

Trent University is required to comply with the Strengthening Accountability and Student Supports Act, 2024 (Bill 166) and the associated directive on Anti-Racism/Anti-Hate. The legislation mandates publicly accessible policies, five-year review cycles, annual reporting, and an attestation of compliance.

Trent achieved full compliance with the new Anti-Racism/Anti-Hate Directive January 31, 2025, and accordingly submitted its attestation to the Ministry on August 21, 2025. All required policies, procedures, and reporting mechanisms are in place, including a centralized public webpage, anonymous reporting options, and a complaint process aligned with the Ontario Human Rights Code.

The 2025 Annual Report summarizes complaint data, trends, outcomes, and resolution timelines, demonstrating that 85% of cases were closed within the reporting year, with most resolved informally within one month. The University continues to meet or exceed all obligations of the Directive, including annual communication requirements, Board reporting, ongoing data collection, and public transparency.

The report will be publicly posted and submitted to the Ministry by January 31, 2026.

Analysis/Alternatives Considered:

Compliance Requirements:

In Fall 2024, following Royal Assent of Bill 166, the Minister issued directives to publicly assisted colleges and universities in the areas of Student Mental Health, Anti-Racism/Anti-Hate, and Educational Costs, providing sector-wide guidance on

implementation requirements. Institutions were required to achieve full compliance with the Student Mental Health and Anti-Racism/Anti-Hate directives by January 31, 2025.

Subsequent to the initial compliance requirements, the Minister introduced additional obligations requiring all colleges and universities to complete an attestation form and to issue a mandatory annual email communication to all students by September 2025. This annual communication must include:

- A summary of the institution's anti-hate and mental health policies.
- Information on how students can report on-campus instances of hate or racism.
- Direct links to relevant policies, reporting mechanisms, and mental health resources.

As of January 31, 2025, Trent University was in full compliance with the Anti-Racism/Anti-Hate Directive and formally attested to compliance on August 21, 2025 (*see Appendix A*).

The University has met or exceeded all minimum requirements outlined in the Directive, including the establishment of policies addressing racism and hate; centralized public access through a dedicated webpage; applicability of policies to all campus stakeholders; a comprehensive complaints and reporting mechanism (including anonymous reporting); a human-rights-based approach aligned with the **Ontario Human Rights Code**; and proactive measures for data collection to support annual reporting and continuous improvement.

The Policy:

Trent University's **Discrimination and Harassment Policy (2025)** serves as the primary policy instrument supporting compliance with the Directive. The Policy outlines how the University prevents, addresses, and responds to incidents of racism, hate, harassment, and discrimination across the Trent community. It applies to all students, staff, faculty, members of the Board of Governors, contractors, volunteers, and individuals on campus employed by third-party organizations. The Policy protects individuals on all prohibited grounds under the Ontario Human Rights Code, including race, religion, gender identity, sexual orientation, and disability, and explicitly addresses both systemic and individual forms of racism and hate, including anti-Black racism, anti-Indigenous racism, antisemitism, and Islamophobia. Coverage extends to all campus locations, University-sponsored activities, digital spaces, placements, and third-party contractors acting on behalf of the University.

Related institutional policies supporting the Directive include:

- Workplace Violence and Harassment Policy (2024)
- Free Speech Policy (2025)
- Trent University Charter of Student Rights and Responsibilities (2020)
- Sexual Violence Prevention and Response Policy (2022)

Initiatives Advancing Equity, Inclusion and Belonging on Campus:

Significant work was undertaken by the **Equity and Human Rights Office** to develop and maintain a centralized Anti-Racism/Anti-Hate webpage that consolidates policies, reporting mechanisms, and supports, including anonymous reporting functionality. This webpage is publicly accessible at: https://www.trentu.ca/ehro/focus-areas/anti-racism-anti-hate.

Other initiatives implemented by the Office to address racism and hate include:

Area	Initiative / Activity	Description / Details
Online Training Resources	EPIGEUM Online Discrimination & Harassment Training	Completed by 83 students and 78 staff/faculty; covered microaggressions, anti-hate, anti-racism, and bystander intervention.
	"Call It Out" Anti-Hate & Racism eCourse	30-minute interactive module on race, racial discrimination, and human rights protections under the Ontario Human Rights Code.
	Anti-Racism, EDI & Positionality in Teaching and Learning	Explores impacts of racism in post-secondary settings; supports reflection on bias and inclusive teaching practices.
EDI Consultations	Department & Faculty Consultations	Over 20 consultations with departments and faculty.
	Training Sessions	Delivered 23 training sessions for staff and student teams.
EDI Collaboration	Micro-credential EDI for Healthcare Professionals	In collaboration with Nursing, course aims to fill a community need for culturally sensitive and responsive healthcare for professionals, including nurses, managers in healthcare and others in healthcare delivery.
	EDIA Workshops	Supported 15 collaborative workshops with other departments.
	Conference Participation	Represented Trent at two EDIA conferences: University of Toronto (Feb) and University of Regina (Sept 2025).
	Policy Review Collaboration	Reviewed Student Conduct, Discrimination & Harassment, Free Speech, Accessibility Accommodations, and other policies.
	Affinity Groups	Hosted staff affinity group sessions: 2SLGBTQI+, Disabilities, Neurodiversity, Women, and BIPOC.
EDI Partnerships	Student Association Partnerships	Partnered with TCSA, TBSA, and TACSU to co-fund the Black Gala 2025. Funded two (2) Trent Black Students Awards.
	Special Projects	Funded two (2) Student Research Projects for the Trent Journal of Undergraduate Studies.
	Internships	Hosted three (3) student interns from Flemming College.

Annual Report:

The Equity and Human Rights Office continues to manage and track complaints related to racism and hate, and to collect and maintain data for annual reporting purposes as required by the Directive. **Appendix B** provides a summary annual report for the period January-December 2025, including:

- The number and type of complaints reported by students, faculty, or staff, including general categorizations (e.g., verbal, physical, property-related) and the number of complaints not proceeding to review;
- Applicable protected Code grounds and relevant sub-categories (e.g., ethnicity, race, religion; anti-Black racism, anti-Indigenous racism, antisemitism, Islamophobia);
- Outcomes of reported incidents, including response and resolution timelines, investigation findings, disciplinary measures, and involvement of law enforcement where applicable.

Consistent with Bill 166's transparency objectives, the directives require a posting of this report and attestation on the centralized Anti-Racism/Anti-Hate webpage by January 31, 2026.

Financial Implications:

Implementation and ongoing costs related to compliance are being managed within the approved operating budget of the Equity & Human Rights Office.

Enterprise Risk Assessment:

Risk	Description	Likelihood	Impact	Mitigations
Non-compliance	Failure to meet Directive requirements and timelines	Low	High	Policy suite finalized; centralized webpage; Board oversight; annual reporting cycle established, efforts to address ongoing.
Privacy	Inadequate protection of personal data in reporting	Low	Medium	Privacy review; limited access controls. de-identification standards in reporting to be established.
Process Delays	Investigations exceed 12-month benchmark	Medium	Medium	Case management process being established and reviewed.

Community Trust	Perceived ineffectiveness or lack of transparency	Medium	High	Publish annual report; regular engagement with stakeholder groups.

Next Steps:

- Public posting of this report and attestation on the centralized Anti-Racism/Anti-Hate webpage by **January 31, 2026**
- Ministerial submission by the Vice President, People, Culture & Student Services to psepolicy@ontario.ca by **January 31, 2026**.
- Mandatory email communication regarding Anti-Racism/Anti-Hate supports to all students in **September 2026**
- Continued data collection & evaluation for the second annual report due **January 31, 2027.**
- Continued compliance and support of the Directives by the Minister.

This report is submitted for information; therefore, no additional action by the Board of Governors is required.

Alignment with Mission, Vision, Values, Strategic Plan:

- This work continues to support institutional commitments to equity, diversity, inclusion, and safe campus environments.

Consultation:

- Equity & Human Rights Office
- Office of the Vice President, People Culture & Student Services

Compliance with Policy/Legislation:

- Complies with the Ministry of Training, Colleges and Universities Act, the Strengthening Accountability and Student Supports Act, 2024, and the Minister's Anti-Racism/Anti-Hate Directive.

Committee/Board Mandate:

- This report fulfills the Board's oversight responsibility for statutory compliance and public accountability.

Supporting Reference Materials (attached):

1. Appendix A: Submitted Ministry Attestation Form & Email to Students
2. Appendix B: Annual Report on Anti-Hate/Anti-Racism

TRENT UNIVERSITY
VICE PRESIDENT, PEOPLE, CULTURE & STUDENT SERVICES

Appendix A - Attestation

To whom it may concern at the Ministry of Colleges, Universities, Research Excellence and Security:

I attest that **Trent University** is in compliance with sections 19 and 20 of the *Ministry of Training, Colleges and Universities Act and* the Minister's Directives made pursuant to those sections.

Trent University complies with:

- Minister's Student Mental Health Directive (issued September 2024),
- Minister's Anti-Racism/ Anti-Hate Directive (issued September 2024).

I attest that student mental health and anti-racism / anti hate policies are in place in accordance with the legislation and the Minister's directives. As well, I attest that this information will be effectively communicated to students through an email on **September 9th, 2025**, with direct links to policies, processes and complaints mechanisms. I also attest this email will be sent annually each September to students and the campus community.

The following institutional webpages demonstrate our implementation of the legislative and directive requirements.

- Mental Health Webpage - https://www.trentu.ca/wellness/mental-health
- Anti-Racism/Anti-Hate Webpage - https://www.trentu.ca/chrea/strengthening-accountability-and-student-supports
    - Complaints- https://forms.office.com/Pages/ResponsePage.aspx?id=3-mzllVhrE2u0ngohYEq7MZyU7x3B89DmzO3RkU19IlURFVLV0dJS0kySEk0S1VXWVVVT1NTQlRWVi4u

TRENT UNIVERSITY
VICE PRESIDENT, PEOPLE, CULTURE & STUDENT SERVICES

Attestation

By signing this attestation form I confirm, as the relevant signing authority on behalf of **Trent University**, that the information contained in this submission is true, accurate and complete in all material respects as of the date this attestation is signed.

Name: **Stephanie Williams**

Title: **Vice President, People, Culture & Student Services**

Signature: 

Date: **August 21, 2025**

Appendix B – Annual Report 2025

Annual Report – Anti-Hate/Anti-Racism

Prepared by the Office of the Vice President, People, Culture & Student Services

Period: January 2025 – December 2025

Intake and Processing Analysis

Total consultations[1]: 31

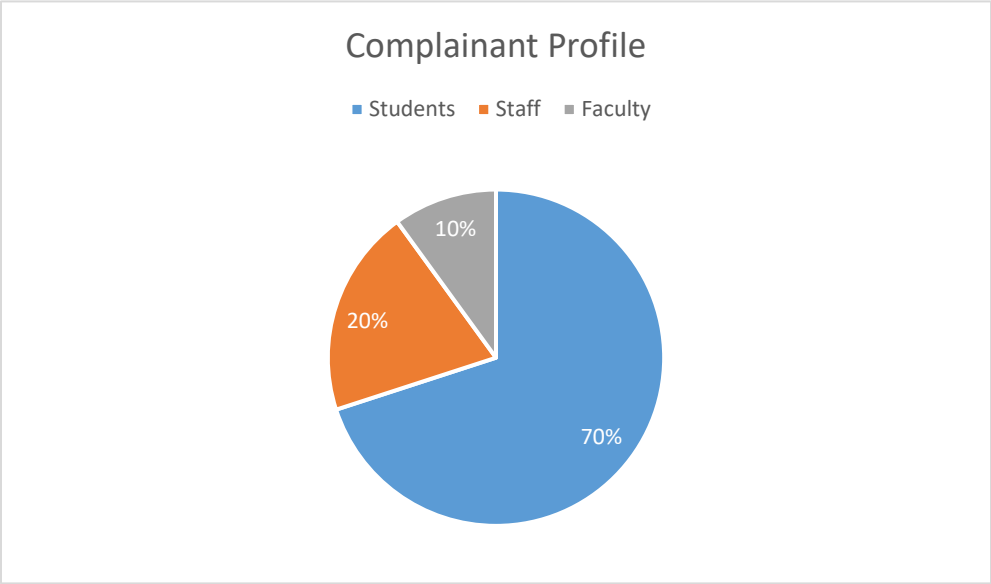
Total complaints[2]: 10

Closed: 5 (50%)

Ongoing: 5 (50%)

The complaint data is principally **current-year** activity (39 cases), with two legacy cases carried into the period.

Demographics of Complainants



The case mix is predominantly student-initiated, reinforcing the need for clear student-facing education, triage, and supports, as well as proactive outreach around human rights and accommodation navigation.

[1] Queries or issues resolved before complaint stage
[2] As per Section 6 of the Trent University Discrimination & Harassment Procedures

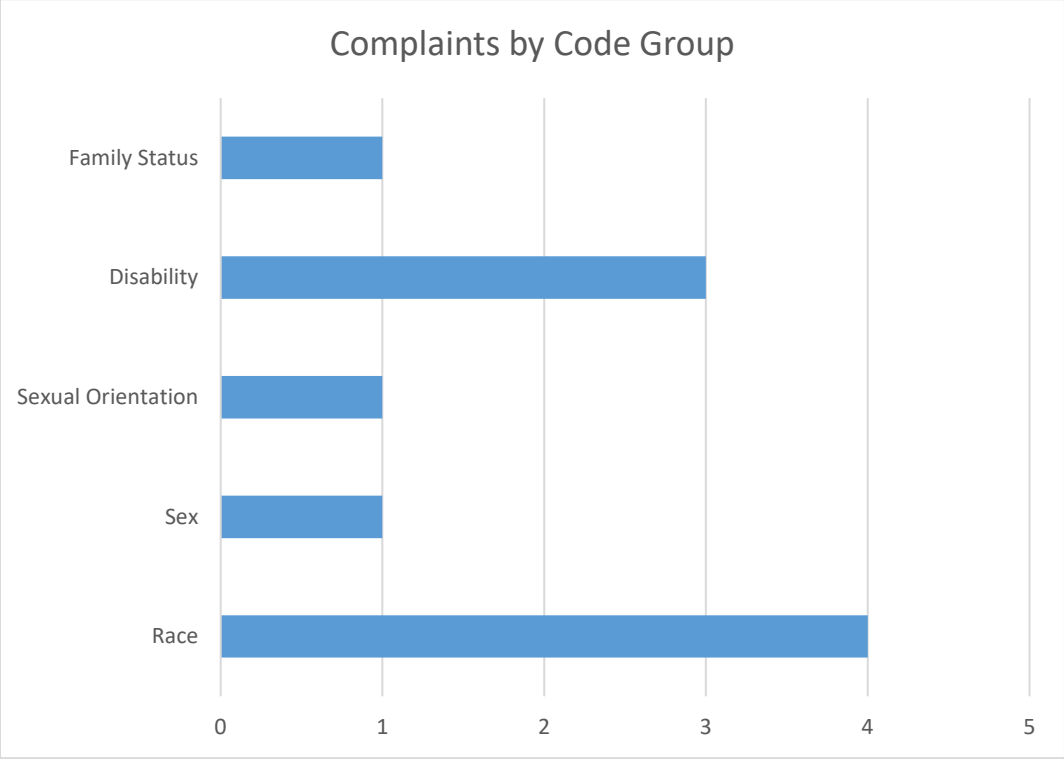
Categories & Nature of Complaints

Protected grounds (Code groups)

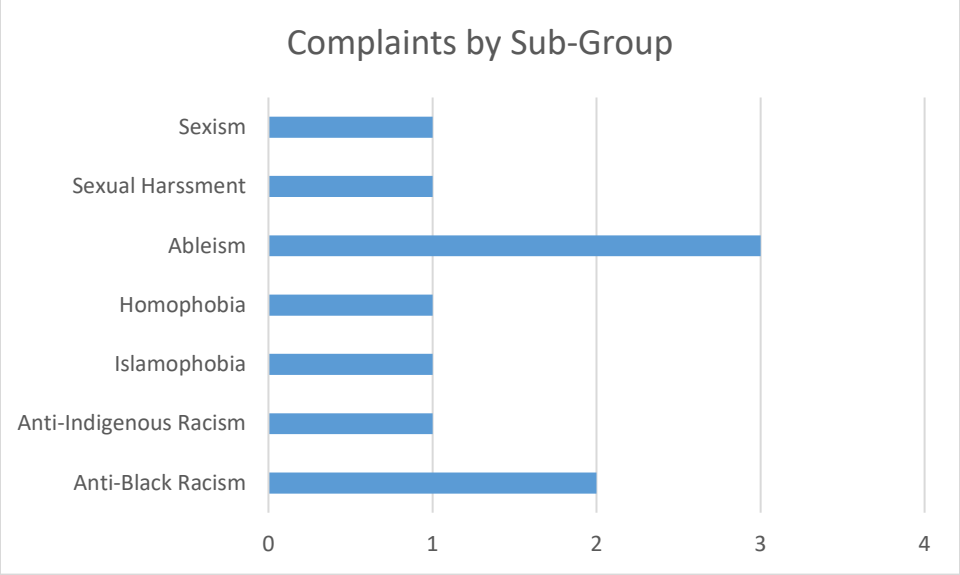
Top 2 code groups:

Race: 4 cases (40%)

Disability: 3 cases (30%)

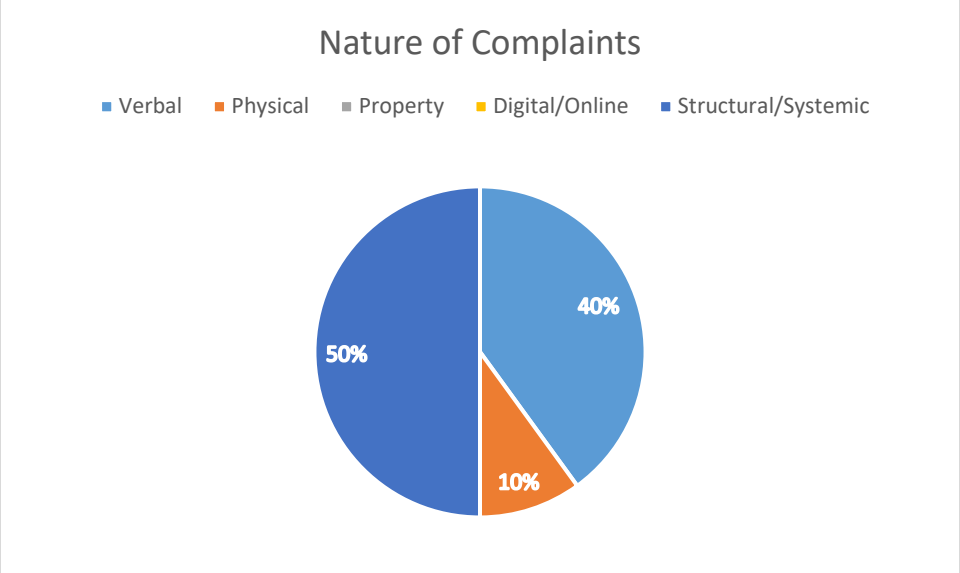


Race and **Disability** account for the majority of complaints received. This pattern is consistent with the types of concerns that often surface where academic decisions, accommodation processes, and campus climate intersect.



Disability-related matters and racialized experiences, particularly anti-Black racism, remain prominent focal points for prevention and response efforts.

Nature of incidents (Category)



Over **half** of cases are **structural/systemic**, suggesting policy, process, or practice issues (e.g., how accommodations are implemented or how decisions are communicated) rather than solely interpersonal conflicts. This aligns with the Policy's recognition of **constructive/systemic discrimination** and underscores the value of organizational-level fixes (procedures, training, quality assurance).

Complaint Resolution Pathways

Informal

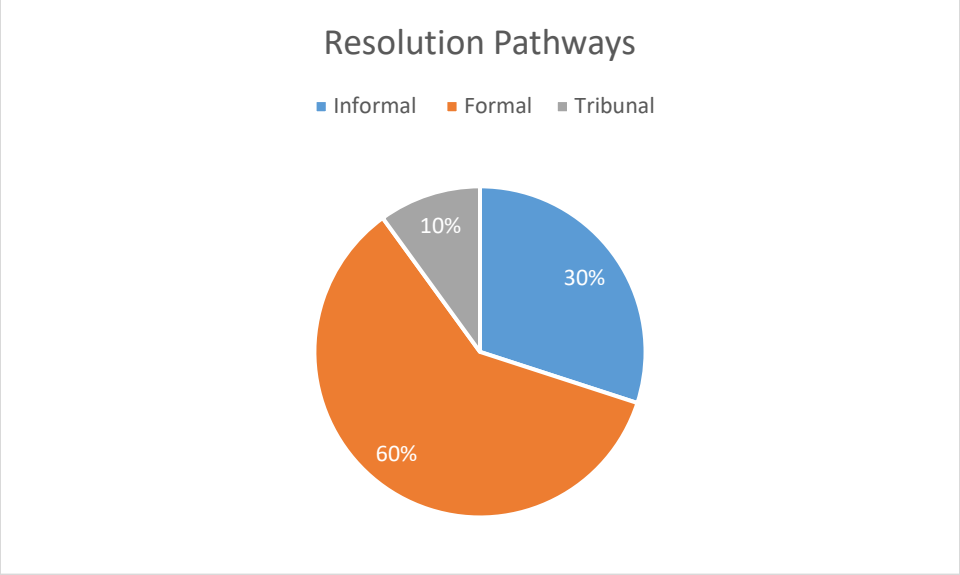
Cases resolved through voluntary, collaborative processes facilitated by the Equity and Human Rights Office, including discussion, consultation, conciliation, or mediation. Informal resolution does not involve findings of fact or the imposition of disciplinary sanctions and may be discontinued by any party at any time.

Formal

Cases referred by the Equity and Human Rights Office for formal investigation and overseen at the Vice-Presidential level (or delegate) in accordance with Section 9 of the Resolution Procedures. Formal cases may involve an internal or external investigator and can result in findings, remedies, or sanctions where a violation of the Policy is substantiated.

Tribunal

Cases pursued externally through the Human Rights Tribunal of Ontario (HRTO). When a matter proceeds to the Tribunal, the University's internal resolution process may cease, subject to its ongoing duty of due diligence under the Policy.


Resolution Pathways
Informal
Formal
Tribunal
10%
30%
60%

Anti-Hate/Anti-Racism Case Data

January - December 2025

Case No.	Intake Month	Status	Complainant	Category	Code Group	Sub-Category	Resolution	Resolution Timeline (months)	Outcome Summary
1	February '24	Closed	Student	Verbal	Race	Anti-Black Racism	Tribunal	18	Apology and remedy from external respondent, student supports provided to complainants, including counseling.
2	June '24	Ongoing	Student	Structural/Systemic	Disability	Ableism	Formal	-	Escalated to VP People, Culture & Student Services; external investigator engaged.
3	April	Closed	Student	Verbal	Race	Anti-Black Racism	Formal	8	Escalated to VP People, Culture & Student Services. Formal investigation conducted under Student Conduct Policy; respondent sanctioned.
4	April	Closed	Student	Physical	Sex	Sexual Harassment	Informal	5	Matter was resolved by Mediation.
5	May	Closed	Student	Verbal	Race	Islamophobia	Informal	1	Campus Safety conducted a physical inspection and no breach of policy.
6	May	Ongoing	Faculty	Verbal	Sexual Orientation	Homophobia	Informal	-	Escalated to VP Academic; Investigation ongoing.
7	June	Closed	Faculty	Structural/Systemic	Family Status	Sexism	Formal	8	Escalated to VP Academic; informal mediation resulted in written apology accepted by complainant.
8	August	Ongoing	Student	Structural/Systemic	Disability	Ableism	Formal	-	Complaint escalated to VP Finance & Administration. Mediation requested; no response received from complainant.

9	September	Ongoing	Staff	Structural/Systemic	Race	Anti-Indigenous Racism	Formal	-	Escalated to VP People, Culture & Student Services; external investigation ongoing
10	November	Ongoing	Student	Structural/Systemic	Disability	Ableism	Formal	-	Escalated to VP People, Culture & Student Services; investigation ongoing

TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**

Action Requested: ☒ Decision; ☐ Discussion/Direction; ☐ Information

To: Board of Directors
Date: February 6, 2026
Presented by: David de Launay, Chair, Finance and Property Committee
Tariq Al-idrissi, VP Finance and Administration

Subject: **Annual Review of Credit Rating and Debt Capacity**

Motion for Consideration (if applicable):

That the Board of Governors approve a one time out of policy payment adjustment increasing the annual contribution to the sinking fund in February 2026 from $500,000 to $715,000.

Executive Summary:

On January 8, 2026, Morningstar DBRS confirmed the Issuer Rating and Senior Unsecured Debentures rating of Trent University at “A” for the ninth year in a row with a rating action change to a Positive trend from a Stable trend. This upward trend change is attributed to the consistent improvement in the University’s financial risk assessment in the recent years.

Included in its Rating Report, Morningstar DBRS identified Trent’s debt burden of $5,987 per student full time equivalent (FTE) for 2024/2025 as a strength of the University’s credit rating.

Based on the most recent analysis completed by Trent’s Financial Services Team, Trent could potentially issue an additional $57.6 million of debt before negatively impacting its expendable resources to debt score and $92.6 million of debt before negatively impacting its debt per FTE score (based solely on Morningstar DBRS’s financial risk assessment factors and assuming all other factors, including enrolment, remain constant).

The December 2021 analysis of the Sinking Fund indicated the current level of contributions of $500,000 annually should be sufficient to meet the objective of providing enough funds to repay 100% of the principal amount of the debentures in February 2057. Current calculations indicate the annual contribution would have to increase to approximately $715,000 based on; the current balance, an adjusted interest rate of 4.6%, and the time remaining on the bond of 32 additional payments.

To meet criteria for the No Action category under the Ministry's Financial Accountability Framework, Trent engaged Moody's to conduct a second credit rating assessment which was reported at the March 18, 2025 Finance and Property Committee meeting. The updated rating from Moody's is expected in late February 2026 to early March 2026 and will be reported at the March Finance and Property Committee meeting.

Analysis/Alternatives Considered:

Morningstar DBRS Credit Rating

Methodology: Morningstar DBRS conducted their annual review of Trent University between December 2025 and January 2026 using its methodology for rating public universities, updated May 2025. "The public university sector is characterized by (1) management to a balanced budget rather than to profit maximization; (2) limited local competition, given governmental control over the creation of new public universities; (3) stable growth, generally tied to demographic factors; (4) a high degree of regulation and/or government control in exchange for considerable financial support from the public sector; and (5) a historically low degree of technological change, although online course delivery and other disruptive technologies have the potential to change the nature of education services over the medium and long term."[1]

The credit rating methodology used by Morningstar DBRS takes into consideration: critical rating factors (CRFs), financial risk assessments (FRAs), overlay considerations (where relevant), and specific instrument considerations (if any).

The CRFs capture the major business risk aspects and are determined by assessing each CRF outlined in the industry-specific grid. The primary CRFs for public universities include (listed in general order of importance): academic profile; funding government's rating; adequacy of government funding and tuition fees; location, catchment area and competition; and size and economies of scale.

The FRAs pertain to financial soundness and are determined by assessing each of the FRA metrics, which are (listed in general order of importance): debt per FTE; expendable resources to debt; interest coverage; and surplus (deficit) to revenue based on a five-year average. Note, the ratings are primarily based on future performance expectations, therefore, any final rating will incorporate Morningstar DBRS's opinion on future metrics, which is a subjective but critical consideration.

The core assessment is a blend of the CRF scores and the FRA metrics. In most cases, the CRFs will have greater weight than the FRA metrics in determining the issuer rating.

When deemed relevant and material, sector-specific and general overlay factors may also adjust the overall issuer rating. Factors considered include: external endowments and history of fundraising, labour, adequacy of infrastructure base, strategic advantage or impediment, parent-subsidiary relationship, other financial factors (such as liquidity,

[1] *Source: DBRS Morningstar Methodology – Rating Public Universities, May 2025*

volatility, considerable uncertainty, unfunded pension liabilities and weak financial policies), ESG considerations and sovereign risk.

Credit Rating: Based on their review using the above methodology, Morningstar DBRS confirmed the Issuer Rating and Senior Unsecured Debentures rating of Trent University at "A" with Positive trends. Per the attached press release provided by Morningstar DBRS on January 8, 2026:

"The credit rating confirmations reflect Trent's academic profile as a primarily undergraduate university in the Province of Ontario (rated AA with a Stable trend by Morningstar DBRS), relatively low debt burden, and healthy levels of expendable resources providing higher financial flexibility at a critical time when the operating environment remains strained."[2]

The University's scores on the CRFs (still to be confirmed by Morningstar DBRS) and FRAs are summarized in the table below.

	Trent Value April 2024	**Trent Score Jan 2025**	**Trent Value April 2025**	**Trent Score Jan 2026**
Critical Ratings Factors:				
Academic Profile		A (low)		**A (low)**
Funding Government's Rating		AA		**AA**
Adequacy of Government Funding and Tuition Fees		A (low)		**A (low)**
Location, Catchment Area, and Competition		A (low)		**A (low)**
Size and Economies of Scale		A (low)		**A (low)**
Financial Risk Assessments:				
Debt per FTE	$5,982	AA	$5,987	**AA**
Expendable Resources to Debt	123.3%	AA	132.3%	**AA**
Interest Coverage	16.8x	AA	8.4x	**AA**
Surplus to Revenue (five-year average)	8.4%	AA	8.6%	**AA**

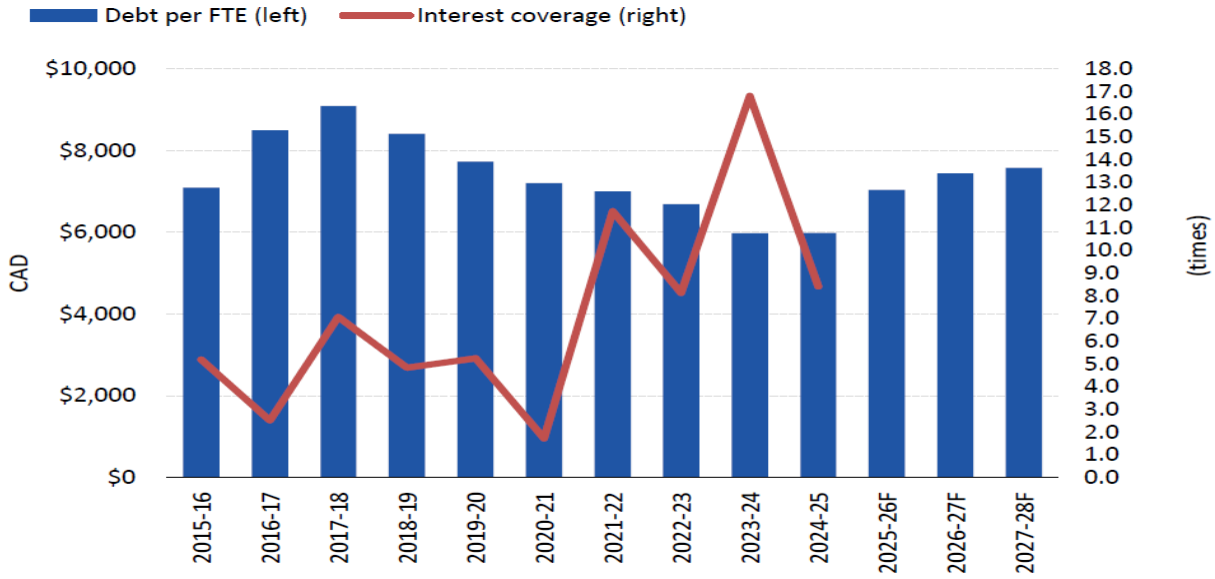
Debt Burden

Trent's long-term debt burden totaled $79.1 million at April 30, 2025 (compared to $79.4 million at April 30, 2024). This equates to a debt per student full-time equivalent (FTE) of $5,987 ($5,982 at April 30, 2024), as calculated by Morningstar DBRS. Interest costs remain very low, representing 1.0% of total expense. While interest coverage has decreased to 8.4 times (16.8 times at April 30, 2024) it remains well above the AA threshold.

The lower debt burden, strong interest coverage and improved expendable resources to debt provides the University with increased flexibility to withstand adverse impacts of the

[2] *Source: Morningstar DBRS Rating Press Release Trent University, January 8, 2026*

ongoing challenging operating environment without significantly eroding its credit profile. A drop in future enrolment will result in a higher but manageable debt per FTE ratio.



Source: Morningstar DBRS Rating Report Trent University, January 19, 2026

Borrowing Capacity

One of the University's strategic decisions (and in conjunction with the covenants of the debentures) is to make commercially reasonable efforts to maintain (or enhance) its current credit rating. The ranges for the primary financial risk assessment metrics used in Morningstar DBRS's methodology are as follows:

FRA Factor	AA	A	BBB
Debt per FTE[3]	< $13,000	$13,000 to $19,000	> $19,000
Expendable resources to debt[4]	> 80%	5% to 80%	0% to 5%
Interest coverage[5]	> 2.5x	1.3x to 2.5x	< 1.3x

[3] Defined by Morningstar DBRS as total university debt divided by student FTEs where debt includes short-term debt, long-term debt, public-private partnership obligations, capital leases, and loan guarantees less trusteed sinking fund assets

[4] Defined by Morningstar DBRS as expendable resources divided by total university debt where expendable resources include internally restricted endowments, internally restricted net assets (excluding investment in capital assets and employee future benefits and other amounts which are committed to near term uses or otherwise restricted) and unrestricted surplus (deficit)

[5] Defined by Morningstar DBRS as excess of consolidated revenue over consolidated expense plus amortization less other non-cash adjustments (before change in working capital) plus gross interest charges divided by gross interest charges

Surplus (deficit) to revenue[6]	> 1%	0% to 1%	Steady deficits

Source: Morningstar DBRS Methodology - Rating Public Universities, May 2025

Based solely on Morningstar DBRS's current financial risk assessment metrics and assuming all other factors are held constant, including enrolment (which is not likely given the current economic environment), Trent could potentially issue an additional $57.6 million of debt before negatively impacting its expendable resources to debt score and $92.6 million of debt before negatively impacting its debt per FTE score.

Primary Metric	2024/2025 Actual	2024/2025 Plus $57.6M Debt*	2024/2025 Plus $66.2M Debt*	2024/2025 Plus $92.6M Debt*
Debt per FTE	$5,987 (AA)	$10,350 (AA)	$11,000 (AA)	$13,000 Decline to A
Expendable resources to debt	132.3% (AA)	80.0% Decline to A	74.9% (A)	62.7% (A)
Interest coverage	8.4x (AA)	4.6x (AA)	4.4x (AA)	3.65x (AA)
Surplus (deficit) to revenue five-year average	8.6% (AA)	6.2% (AA)	6.2% (AA)	6.1% (AA)

* Assuming additional debt in the form of non-amortizing long-dated debenture at 4.139%

CAUTION: The above analysis does not contemplate the potential challenges that may impact Trent's financial performance, including declining enrolment, in the current and future fiscal years given the current fiscal environment. Furthermore, it does not take into consideration any changes that may impact the critical ratings factors used by Morningstar DBRS. The University should be conservative when considering pro forma capacity in the short to medium term to maintain flexibility and capacity should external factors have a greater impact to the University than anticipated.

Sinking Fund Performance

On February 17, 2017, the University issued $71 million in Senior Unsecured Series A Debentures to refinance existing indebtedness and finance various capital projects (primarily the Bata Library Transformation project). These debentures bear interest at the rate of 4.139% per annum, payable in equal semi-annual instalments in arrears, with repayment of the principal due on maturity date of February 17, 2057. In 2017, Trent also established a sinking fund with the objective of providing sufficient funds to repay 100% of the principal amount of the debentures by the maturity date.

[6] Defined by Morningstar DBRS as five-year average of the excess of consolidated revenue over consolidated expense less any non-recurring or one-time revenue or expenses divided by total revenues

As at April 30, 2025, the University had invested $4.0 million in the sinking fund and the fund had a fair market value of $4.735 million. The next contribution will be February 2026.

In accordance with the University's policy, the performance of the sinking fund will be reviewed at least once every five years. The last review was conducted in early December 2021 in consultation with Lifeworks, the University's investment consultants. In June 2022, the Sinking Fund investments were invested using the same long-term strategy adopted by the Endowment Funds (25% fixed income, 50% equities, 25% real estate), in an effort to improve investment returns. Based on the review conducted and the change in investment strategy, the University determined the annual contribution of $500,000 should be sufficient to meet the objective of providing enough funds to repay 100% of the principal amount of the debentures in February 2057.

Current calculations indicate the annual sinking fund contribution would have to increase to approximately $715K based on; the current balance, an adjusted interest rate of 4.6%, and the time remaining on the bond of 32 additional payments.

In December 2025, use of the sinking fund was approved to fund a portion of the Faryon Bridge Repairs and Rehabilitation project. The university will liquidate the sinking fund which will essentially reset the fund. Calculations with the same parameters above indicate that a reset of the fund will increase the annual contribution to just over $1 million annually to ensure the full balance needed to repay the bond on Feb 1, 2057 is available.

To maximize returns on investment, liquidation of the sinking fund will not occur until funds are required for the project. The February 2026 contribution will be increased to $715,000 in accordance with current calculations. In a departure from the current policy of a five-year review, calculations will be completed and reviewed annually for known changes in the above parameters and annual contributions will be adjusted when calculations indicate an insufficient balance to retire the debenture obligation on maturity.

A provision for this annual contribution has been included in the Operating Budget.

Financial Implications:

The confirmed credit rating has no financial impact on Trent University. The issuance of $71 million in debentures in February 2017 allowed the University to restructure its existing debt and made available $10 million in proceeds towards capital projects, in particular, the Bata Library Transformation project.

Trent's credit rating is a strong indicator of the financial health of the University. This key performance metric is one of the nine metrics/ratios used to measure the financial health risk of universities and determine the appropriate course of action under the Ministry's Financial Accountability Framework effective April 1, 2023. As a result of Trent's 2024/2025 credit rating of A Stable, and receipt of a second credit rating report from Moody's in February 2025, Trent meets criteria for the No Action category under this Framework.

Trent's debt per student ratio and debt capacity are indicators used to assess the University's ability to borrow additional funds for future capital projects and to service this debt over the longer term.

The sinking fund analysis is to ensure there are sufficient funds to repay 100% of the principal amount of the debentures in February 2057.

Enterprise Risk Assessment:

Maintaining a strong credit rating has positive implications across the enterprise risk register, including reputational and financial risk. Trent's credit rating is positively impacted by a relatively low debt burden, academic profile as a leading primarily undergraduate institution, provincial support regarding stable government grants and tuition fees, strengthening expendable resources and developable lands. Enterprise risks that could negatively impact the credit rating include constrained policy environment and limited control of revenue, smaller local catchment area and sizable employee future benefit liabilities (which will improve with the conversion of the staff pension plan to the UPP). There is also reputational risk and financial risk associated with not meeting operational metrics if the University's credit rating is negatively impacted.

One indicator of financial health is the debt to student FTE. This ratio is an indication of the relative magnitude of the institution's debt when compared to the size of the student body which can be used to evaluate the strategic management of resources.

The estimated debt capacity is an indicator of the amount the University can borrow for future capital projects. The lower the debt capacity, the more limited opportunities to address capital needs through borrowing, creating additional pressure on operating and ancillary annual budgets and/or requiring alternative sources of funding.

Next Steps:

The final press release was released January 8, 2026 and the credit rating report was finalized January 19, 2026. The credit rating will be reviewed annually before February of each year.

To meet criteria for the No Action category under the Ministry's Financial Accountability Framework, Trent engaged Moody's to conduct a second credit rating assessment. The updated rating from Moody's is expected in late February to early March 2026 and will be reported at the March Finance and Property Committee meeting (if available).

Alignment with Mission, Vision, Values, Strategic Plan:

Maintaining (or enhancing) the University's credit rating is a key performance metric in measuring financial sustainability in alignment with Trent's mission to "foster sustainability, in its environmental, social and economic dimensions, on our campuses and in all aspects of our work" and Trent's Strategic Directions to "ensure that it is financially health and sustainable". To fulfill their responsibilities, Governors should be informed of the University's financial situation. Annual reports on Trent's debt capacity will maintain Governors' awareness of the University's current financial status and allow for input and oversight where needed.

Consultation:

The credit rating review is conducted by Morningstar DBRS. Members of Morningstar DBRS met with Tariq Al-idrissi, VP Finance and Administration, and Cheryl Turk, AVP, Finance, on December 8, 2025 to discuss Trent's strategic outlook, operating framework, provincial policy framework, 2024-2025 financial results and 2026-2027 budget projections, enrolment outlook, pension, capital plan, debt projections, endowment fund and fundraising, and ancillary operations, with supporting documentation subsequently provided.

In December 2021, Lifeworks was consulted regarding long-term projections for the recommended discount rate to be used in the analysis of future sinking fund contributions.

Compliance with Policy/Legislation:

A review of Trent's credit rating is required each year prior to the anniversary date of the issuance of the debentures (before February each year). Under the covenants of the debentures, Trent must make commercially reasonable efforts to maintain a credit rating of the debentures.

Committee/Board Mandate:

The Board of Governors is responsible for ensuring the financial health of the University and the proper management of its buildings, lands and capital projects. The Finance and Property Committee assists the Board in carrying out these responsibilities by monitoring the institution’s financial, property and capital affairs and making related policy recommendations.

In its finance role, the Committee monitors budget projections and debt levels and recommends operating, ancillary and capital budgets for the approval of the Board of Governors. It recommends levels of student fees, spending authority, loans and lines of credit for Board approval. The Committee makes recommendations to the Board for the approval of any contract or purchase where the total value exceeds the level of spending established for the President. The Committee may make financial policy recommendations to the Board including but not limited to policies on tuition and ancillary fees, banking, borrowing and purchasing. It may make recommendations to the Board concerning fiscal planning, internal financial controls or other areas affecting the financial health or accountability of the University. The administration may consult with the Committee on the subjects for internal audits and provide follow-up reports.

Supporting Reference Materials (attached):

Press Release from Morningstar DBRS dated January 8, 2026.

MORNINGSTAR | DBRS

PRESS RELEASE

JANUARY 08, 2026

Morningstar DBRS Changes Trends on Trent University to Positive, Confirms Credit Ratings at "A"

UNIVERSITIES

DBRS Limited (Morningstar DBRS) changed the trends on Trent University's (Trent or the University) Issuer Rating and Senior Unsecured Debentures credit rating to Positive from Stable. At the same time, Morningstar DBRS confirmed both credit ratings at "A."

KEY CREDIT RATING CONSIDERATIONS

The trend changes follow the consistent improvement in the University's financial risk assessment (FRA) in recent years. At the time of Morningstar DBRS' last credit rating review, it noted that a positive credit rating action was possible if FRA metrics did not materially deteriorate. The credit rating confirmations reflect Trent's academic profile as a primarily undergraduate university in the Province of Ontario (rated AA with a Stable trend by Morningstar DBRS), relatively low debt burden, and healthy levels of expendable resources providing higher financial flexibility at a critical time when the operating environment remains strained.

CREDIT RATING DRIVERS

A credit rating upgrade is likely if the University's financial performance does not significantly deteriorate or in the event of favourable changes to the tuition and funding frameworks over the next six to 12 months. Conversely, the trends could return to Stable if there were a material deterioration in operating performance or expendable resources beyond current expectations.

A credit rating downgrade is unlikely and could stem from a combination of significantly weaker critical risk and FRA factors.

CREDIT RATING RATIONALE

In 2024-25, Trent recorded a consolidated surplus of $15.3 million, or 5.1% of revenue. For 2025-26, Trent's operating budget projects a balanced position; however, declining enrolment will necessitate the use of available reserves and budget adjustments to offset revenue losses. Over the medium term, the University plans to maintain balanced budgets through the use of government grants, prior year reserves, and discretionary budget adjustments.

At April 30, 2025, Trent's long-term debt totalled $79.1 million, equating to debt of $5,987 per full-time equivalent (FTE). Over the medium term, Morningstar DBRS estimated that potential new borrowing and a projected decline in enrolment could result in a higher, albeit still manageable, debt-per-FTE ratio of more than $7,500 by 2027-28 (from $5,987 in 2024-25). Nevertheless, Morningstar DBRS believes that the improved interest coverage and expendable resources-to-debt ratios should allow Trent financial flexibility within the current credit rating category.

ENVIRONMENTAL, SOCIAL, AND GOVERNANCE CONSIDERATIONS
There were no Environmental/Social/Governance factors that had a significant or relevant effect on the credit analysis.

A description of how Morningstar DBRS considers ESG factors within the Morningstar DBRS analytical framework can be found in the Morningstar DBRS Criteria: Approach to Environmental, Social, and Governance Factors in Credit Ratings (May 16, 2025) at https://dbrs.morningstar.com/research/454196.

CRITICAL RISK FACTORS (CRFs) AND FRA
(A) Weighting of CRFs
In the analysis of Trent, the CRFs are considered in the order of importance contemplated in the methodology.

(B) Weighting of FRA Factors
In the analysis of Trent, the FRA factors are considered in the order of importance contemplated in the methodology.

(C) Weighting of CRFs and the FRA
In the analysis of Trent, the CRFs carry greater weight than the FRA.

Notes:
All figures are in Canadian dollars unless otherwise noted.

Morningstar DBRS applied the following principal methodology:

Rating Public Universities (May 5, 2025)
https://dbrs.morningstar.com/research/453421

Morningstar DBRS credit ratings may use one or more sections of the Morningstar DBRS Global Corporate Criteria (December 19, 2025; https://dbrs.morningstar.com/research/470156), which covers, for example, topics such as holding companies and parent/subsidiary relationships, guarantees, recovery, and common adjustments to financial ratios.

The following methodology has also been applied:

Morningstar DBRS Criteria: Approach to Environmental, Social, and Governance Factors in Credit Ratings (May 16, 2025)
https://dbrs.morningstar.com/research/454196

The credit rating methodologies used in the analysis of this transaction can be found at: https://dbrs.morningstar.com/about/methodologies.

A description of how Morningstar DBRS analyzes corporate finance transactions and how the methodologies are collectively applied can be found at: https://dbrs.morningstar.com/research/431153.

The related regulatory disclosures pursuant to the National Instrument 25-101 Designated Rating Organizations are hereby incorporated by reference and can be found by clicking on the link under Related Documents or by contacting us at info-DBRS@morningstar.com.

The credit rating was initiated at the request of the rated entity.

The rated entity or its related entities did participate in the credit rating process for this credit rating action.

Morningstar DBRS had access to the accounts, management, and other relevant internal documents of the rated entity or its related entities in connection with this credit rating action.

This is a solicited credit rating.

For more information on Morningstar DBRS' policy regarding the solicitation status of credit ratings, please refer to the Credit Ratings Global Policy, which can be found in the Morningstar DBRS Understanding Ratings section of the website: https://dbrs.morningstar.com/understanding-ratings

The conditions that lead to the assignment of a Negative or Positive trend are generally resolved within a 12-month period. Morningstar DBRS trends and credit ratings are under regular surveillance.

Information regarding Morningstar DBRS credit ratings, including definitions, policies, and methodologies, is available on https://dbrs.morningstar.com or contact us at info-DBRS@morningstar.com.

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Ratings

Trent University

Date Issued	Debt Rated	Action	Rating	Trend	Attributes
08-Jan-26	Issuer Rating	Confirmed	A	Stb	CA
08-Jan-26	Issuer Rating	Trend Change	A	Pos	CA
08-Jan-26	Senior Unsecured Debentures	Confirmed	A	Stb	CA
08-Jan-26	Senior Unsecured Debentures	Trend Change	A	Pos	CA

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TRENT UNIVERSITY

Board Report

Session: ☐ **Closed Session;** ☒ **Open Session**

Action Requested: ☐ Decision; ☐ Discussion/Direction; ☒ Information

To: Board of Governors
Date: February 6, 2026
Presented by: David de Launay, Chair, Finance and Property Committee
Tariq Al-idrissi, VP Finance & Administration

Subject: **2026/2027 Operating Budget Update**

Motion for Consideration (if applicable):

That the Board of Governors receive this report for information.

Executive Summary:

This year's budget planning process began in September 2025 as the University modelled various enrolment projections and developed financial assumptions for budget planning purposes. Consultations with various groups in the University community began in late October 2025 to discuss the current fiscal environment, process and timelines (presented to Finance and Property on November 25, 2025). The 2026/2027 budget cycle will include multi-year planning for the three years 2026/2027, 2027/2028 and 2028/2029.

The current fiscal environment is challenging with continued fixed operating grants, frozen domestic tuition rates, federal caps on international study and work permits, heightened competition for domestic enrolment, increasing compensation costs, and escalating expenses due to inflation.

The preliminary 2026/2027 operating budget is based on the following key planning assumptions:

- Total student enrolment will decline approximately 6% and 2% in 2026/2027 and 2027/2028 respectively and remain relatively flat at 2027/2028 levels in 2028/2029. As a result, total enrolment is expected to decrease from 12,290 full-time equivalents (FTEs) projected for 2025/2026 to 11,329 FTEs in 2028/2029. This declining enrolment projection is largely due to the restrictions on international enrolment and increased competition for domestic students, the flow through of which will negatively impact overall enrolment for the next four years.
- Ministry operating grants will be fixed (other than the international student recovery fee which varies with international enrolment). There is no mechanism for enrolment growth to be funded under the current Ministry funding formula. All

performance targets are expected to be achieved to maintain performance-based funding linked to performance metrics. Although still subject to confirmation, Trent is assuming there will be no material change in Special Purpose Grants.

- Domestic undergraduate and graduate tuition rates will remain frozen at 2019/2020 rates (as mandated until at least 2027/2028), except for the programs approved for a 7.5% increase under the Tuition Anomalies initiative.
- International undergraduate tuition rates will increase by 8% for incoming and 5% to 8% for continuing (depending on cohort) international undergraduate students. International graduate research-based program fees will increase by 3%, while international professional program fees and certificate program fees will increase by 5% for each year of the budget planning cycle.
- Ministry-mandated tuition set-aside for financial aid is estimated at 6.0% of eligible tuition fee revenue and 2% of international undergraduate tuition fees revenue will be set aside for additional resources to support international students.
- Scholarship expenses are variable depending on undergraduate or graduate programs and by domestic or international student type. The provisions are based on the revised scholarship program.
- Salaries and benefits will increase for all employee groups based on collective agreements, progression through the salary grids, and increased benefit rates.
- Pension costs reflect normal costs and estimated pre-conversion gains/losses provisions. Special solvency payments, pension benefit guarantee payments and letter of credit fees were eliminated upon Faculty Plan conversion to the UPP January 1, 2022 and Staff Plan conversion to the UPP January 1, 2025.
- Agency fees are calculated at 20% of the first two semesters of projected international intake tuition revenue.
- Trent is anticipating an increase of 3% and 11% in electricity and water costs, respectively, and a 26.6% decrease on natural gas costs based on estimates by the University's energy consultants. Savings from the EPC initiatives will be used towards financing the projects over the next few years.
- Insurance premiums are expected to increase by 10% for property and 5% for liability and cyber insurance based on discussions with the University's insurance carriers.
- Inflation on other relevant expenses is estimated at 2% per year.
- Ancillary services are expected to maintain their contributions to the operating budget at their 2025/2026 approved budget levels.

Based on the current fiscal environment and the above key assumptions, the preliminary operating budget projects a deficit operating position before implementing any mitigation strategies or considering any necessary strategic investments. Action must be taken in 2026/2027 to avoid significant budget deficits in the near future and to remain financially sustainable for the long term.

Budget owners were requested to model three budget reduction strategies required to achieve an 8%, 10% and 12% reduction in departmental budgets for 2026/2027. Submissions were made by December 22, 2025 and budget developers will present their proposals to the President and Vice Presidents (PVP) the week of February 9, 2026, after which PVP will carefully consider budget reduction strategies and required investment

proposals. A recommended budget for review and approval will be presented to Finance and Property and the Board of Governors at the March 2026 meetings.

Analysis/Alternatives Considered:

The 2026/2027 preliminary operating budget uses the Board-approved 2025/2026 budget as its starting point. Any approved operating investments or budget reduction strategies implemented during the 2025/2026 fiscal year have been annualized and one-time investments for 2025/2026 have been removed. Tuition revenue and associated direct costs such as student financial aid, international agency fees, and international student recovery costs are adjusted based on current enrolment projections following the November 1, 2025 count and current trends for applications and accepts. The preliminary budget is adjusted for the financial assumptions outlined in this report and any other known changes.

The 2026/2027 preliminary operating budget projects a deficit operating position **before implementing any budget reduction strategies or required new investment proposals**.

Senior administration is recommending a combination of strategies to address the pending financial challenges. These strategies include efforts to grow student enrolment through expanded recruitment efforts, academic program development to better align with eligibility for study and work permits for international students, and increasing on-line study opportunities. Other strategies being considered are allocations from available reserves, which are one-time only, and strategic budget reductions, which are more permanent in nature.

Budget owners have been asked to model proposals to reduce their 2026/2027 departmental budgets by 8%, 10% and 12%. These proposals will be carefully reviewed by the President and Vice Presidents (PVP) group with a strategic approach (rather than an across-the-board application) that considers the following guiding principles:

- Financial Sustainability: Plan for initiatives that achieve necessary reductions to position the University for longer-term financial health.
- Reputation and Quality: Protect the academic mission and the quality of programs, teaching, and research that define Trent's reputation.
- Strategic Alignment: Be deliberate and evidence-based in identifying reductions, ensuring they are consistent with the University's strategic priorities.
- Student Experience: Prioritize the quality of the student experience.
- Culture and People: Make decisions that aim to preserve Trent's collaborative culture and the well-being of its faculty and staff.
- Risk Management: Minimize exposure to operational, compliance, reputational, and financial risk.

Given the fiscal environment, only new strategic investments with the highest of priority will be considered and must align with the following priorities of the University:

- Address enrolment growth, both domestic and international;
- Generate additional net revenue for the University;
- Mitigate risk;
- Maintain or improve service;
- Maintain or enhance institutional capacity;
- Build co-op and experiential learning opportunities;
- Ensure compliance with current legislation or health and safety protocols;
- Reduce existing costs;
- Enable the avoidance of future costs; and/or
- Achieve operating efficiencies.

Enrolment

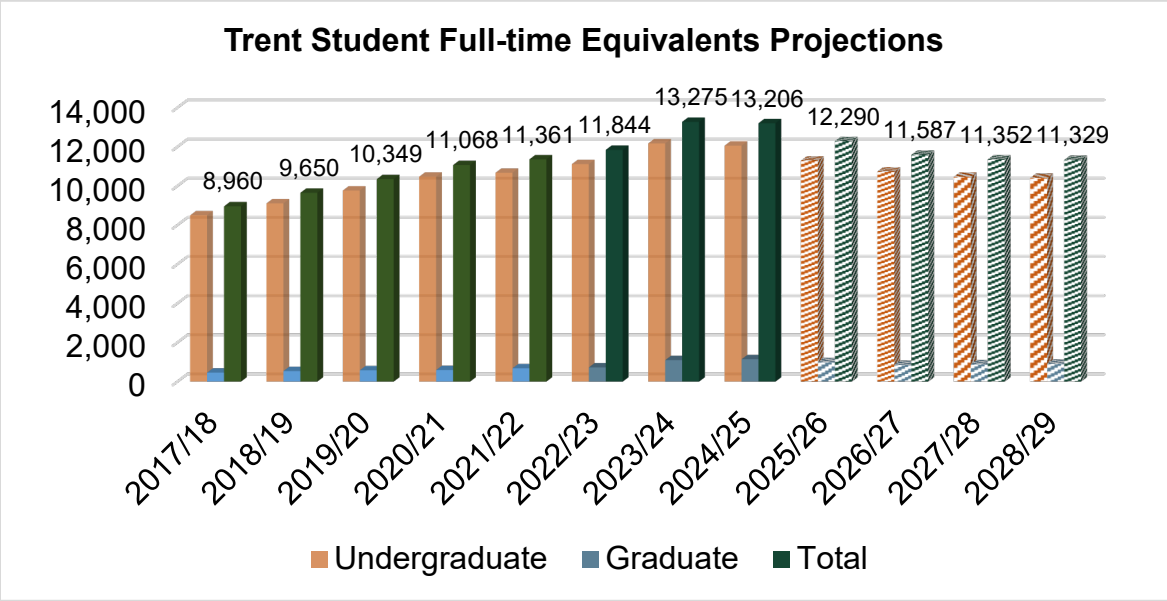
Due to its reputation and its recruitment and retention initiatives, Trent experienced significant enrolment growth from 2016/2017 (when the corridor under the current Ministry funding framework was first established) to the 2023/2024 academic year. Since then, various political, economic and regulatory factors (mainly impacting international student enrolment) have contributed to an overall decline in enrolment. As these factors took hold, the effects of successive smaller intakes were partially offset by continuing enrolment. However, as those larger and older cohorts begin to achieve completion milestones, the overall enrolment decline has accelerated and is estimated to continue for a few years.

Senior administration is recommending a conservative approach to enrolment projections largely due to the continuing uncertainties and challenges of the current fiscal environment, particularly the restrictions on international student intake. This approach will allow the University to plan sufficient resources and address capacity challenges related to planned enrolment while ensuring the budget is flexible to respond to any unmet enrolment targets.

Enrolment projections for the 2026/2027 budget cycle are conservatively estimated assuming the following:

- Domestic undergraduate intake targets are projected based on 2% growth in 2026 at both campuses, followed by annual 1% increases at both campuses;
- International undergraduate intake targets are set to increase by 25 in each year for 2026, 2027 and 2028.
- The demand for post-graduate certificates (PGCs) decreased dramatically in 2024 and 2025, though efforts are underway to update programs to continue to offer viable PGC pathways for international students. Budget estimates assume we have now reached a new baseline for intake assumptions for future years.
- Domestic graduate enrolment is projected to decrease in 2026 and held flat for 2027 and 2028. International graduate enrolment is modeled at 2025 levels with a small rebound in 2027 and 2028; and
- Continuation rates will use an average of the last three full years (fully post-pandemic).

Based on these assumptions, the University is planning total student enrolment to decrease over the next three years to 11,329 FTES, a 7.8% decrease from the 2025/2026 projection.



Government Grants

As outlined in the Current Fiscal Environment document shared in November 2025, the University will be operating under a new Strategic Mandate Agreement, SMA4, beginning in 2026/2027. For the first two years of SMA4, SMA-related enrolment funding will remain steady for all institutions and there will be no funding for domestic enrolment growth. The Preliminary Budget does include the one-time Postsecondary Education Sustainability Funding of $3.6 million in 2026/2027.

Performance-based funding at risk will remain at 25% of total operating grants and failure to meet established targets for eight performance-based metrics will result in funding recovery. In the subsequent three years, the Performance-based component of the operating grant will increase by 5% each year until at-risk funding reaches 40% of total operating grants (which are assumed fixed for the duration of SMA4). In addition, a new Efficiency, Accountability and Transparency priority area will be introduced, linking 5% of total operating funding to accountability requirements, including specific deliverables and submissions under the University Financial Accountability Framework. Institutions that do not meet all the accountability reporting requirements will lose their full 5% allocation. Trent is expecting performance targets will be met to retain all performance funding.

The University is also assuming there will be no changes to Special Purpose Grants used to fund much-needed programs (other than known adjustments already factored into the preliminary budget).

Tuition Revenue

The current Tuition Fee Framework mandated a 10% reduction in tuition fees for the 2019/2020 academic year and a tuition fee freeze for subsequent academic years. In

February 2024, the Ministry further extended the freeze for at least three more years, effectively freezing domestic tuition fees at reduced rates until 2027/2028. The Tuition Fee Framework applies to eligible (primarily domestic) undergraduate and graduate tuition fees. Therefore, Trent is assuming these tuition rates will be frozen at their current level for each year of this budget cycle. The Preliminary Budget does take into account the allowable 7.5% increase for the three approved programs under the Tuition Anomalies initiative.

International tuition fees are not regulated by the Tuition Fee Framework. Consistent with last year, the preliminary budget assumes an 8% increase for incoming and 5% to 8% increase for continuing (depending on cohort) international undergraduate students. International graduate research-based program fees will increase by 3%, while international professional program fees and certificate program fees will increase by 5% for each year of the budget planning cycle. Even with these increases, Trent is still expected to remain one of the lowest in the province.

Student Financial Aid and Scholarships

Student financial aid and scholarship expense is a highly variable cost, dependent primarily on student enrolment and the academic qualifications of the student body. For each of the three years of this budget cycle, tuition set-aside is estimated at 6.0% of tuition fee revenue for domestic undergraduate and graduate students. In addition, 2% of international undergraduate tuition fees revenue will go towards additional resources to support international students.

Undergraduate domestic scholarship costs have been provided for in the preliminary budget with consideration to projected changes in intake, historic renewal rates, the new scholarship grid introduced in 2025/2026 and the value of prestigious scholarships. Undergraduate international scholarships and fee waivers are estimated to be an additional 4.0% of undergraduate international tuition revenue.

For research and thesis-based graduate programs, scholarships, fellowships and awards are estimated at approximately 37.3% of the related tuition revenue. International graduate scholarships are budgeted based on existing commitments with an additional 60% of estimated new intake international graduate tuition revenue.

Salaries and Benefits

Compensation increases for all employee groups are based on collective agreements and progression through the salary grids. At the time of writing this report, excepting the OPSEU collective agreement currently in negotiations, all collective agreements were in place with the impacts of recent settlements incorporated into the preliminary budget.

In addition, Ontario’s minimum wage increased by approximately 2.3% effective October 1, 2025, which impacts part-time casual salaries. The impact of this wage increase has been factored into the preliminary budget.

Based on the current information from the University’s benefits consultants, Trent is anticipating an average increase in extended health care and dental benefit costs of

15.7% and 4.0% respectively and a decrease of 5.7% in long-term disability benefit costs for 2026/2027.

Effective January 1, 2025, the University transferred its Staff Pension Plan to the University Pension Plan (UPP). The University's Faculty Pension Plan was transferred to the UPP effective January 1, 2022. Pension current service costs are based on the contribution rates required under the UPP and are part of compensation included in the preliminary budget.

With the conversion of the both pension plans into the UPP as of January 1, 2025, special solvency payments, pension benefit guarantee fund payments and letter of credit fees have been eliminated. Trent remains 100% responsible for gains and losses on pre-conversion service for 10 years after transition to the UPP. Provision for these special payments, as well as contributions for the Voluntary Early Retirement (VER) and Supplemental Retirement Agreement (SRA), are included in the Preliminary budget.

Agency Fees
International recruitment agency commissions are highly dependent on international enrolment and tuition revenue. Based on current agreements, agency commissions are calculated at 20% of the projected international intake tuition revenue on a per-term basis, reflecting the specific revenue periods for which commissions are payable.

Other Expenses
Savings from initiatives under the Energy Performance Contract (EPC) will be used towards financing the project over the next few years so will not lead to operating savings in this budget cycle. Trent is anticipating an increase of 3% and 11% in electricity and water costs, respectively, and a 26.6% decrease on natural gas costs based on estimates by the University's energy consultants.

Insurance premiums are expected to increase by 10% for property and 5% for liability and cyber insurance based on discussions with the University's insurance carriers.

Certain non-staff expenses are subject to inflation, which has been estimated at 2% per year during this budget cycle to reflect the current economic environment and the 2026/2027 economic outlook.

Deferred maintenance, capital and IT renewal projects will be prioritized and addressed on a case-by-case basis using FRP and other funding sources. Other priority needs will be considered when reviewing strategic investment proposals.

Ancillary Services Contributions
Ancillary services will be expected to make contributions (administrative overhead and/or transfer of surpluses) to the operating budget at or more than their 2025/2026 approved budget amounts. Most ancillary services are expected to be financially sustainable and to rebuild reserves critical to address capital and infrastructure renewal.

Financial Implications:

The preliminary budget based on the above key enrolment and financial assumptions projects a deficit operating position for 2026/2027 to 2028/2029 **before implementing any budget reduction strategies or required new investment proposals.**

Potential Enrolment Changes

The preliminary budget is driven by conservative enrolment projections. The current geo-political factors and uncertainties regarding international recruitment are making it challenging to achieve budgeted international enrolment projections.

Using simplistic modelling, a 1% deviation in enrolment projections is estimated to result in a gain/loss of net tuition revenue in 2026/2027 as follows.

Type of Enrolment	Net Tuition Impact
Domestic undergraduate enrolment	$549,000
International undergraduate enrolment – degree-seeking	$224,000
International undergraduate enrolment – certificates	$20,000
Domestic graduate enrolment	$36,000
International graduate enrolment	$79,000

The impact of not achieving enrolment projections may extend beyond the reduced tuition revenue. Some of the performance metrics in SMA4 rely on growing enrolment. Not achieving the established performance targets may result in funding being recovered by the Ministry. In addition, missing enrolment projections in one year would compound in future years as students move through multiple years of study.

Enterprise Risk Assessment:

Accurate budget forecasting is imperative for the University to serve students effectively. With assumed enrolment decline for the next three years, it is essential that the University plan appropriate resources to address the academic, student and capacity needs in an efficient and economical manner. The financial health of the University is paramount to the University's overall success and ability to fulfill its academic mandate and meet student expectations. Incurring a significant deficit may lead to the inability to service debt and negatively impact on the University's reputation (and consequently detract from future enrolment, both of which are high enterprise risks for the University).

Next Steps:

Following the presentations to PVP by budget developers in early February 2026, proposals will be carefully reviewed by PVP. Recommendations for budget reduction strategies and required new investments will be based on consideration of several overall principles, including alignment with the University's strategic directions.

It is anticipated that a recommended 2026/2027 operating budget will be presented for review and approval to the Finance and Property Committee on March 12, 2026 and to the Board of Governors on March 27, 2026.

Alignment with Mission, Vision, Values, Strategic Plan:

Preparing a fiscally responsible operating plan promotes new academic programming and more efficient use of critical resources required to address projected enrolment and other initiatives in alignment with Trent's mission to "foster sustainability, in its environmental, social and economic dimensions, on our campuses and in all aspects of our work" and Trent's strategic direction to “ensure that it is financially healthy and sustainable".

Consultation:

To date, several meetings and presentations have taken place to communicate the current fiscal environment, process, and timelines to key stakeholder groups as outlined in the Current Fiscal Environment report presented to the Board of Governors on December 5, 2025.

Budget developer meetings with PVP are scheduled the week of February 9, 2026, after which PVP will carefully consider budget reduction strategies and investment proposals that align with the priorities of the University while minimizing the impact to students and without compromising the quality of programs and services.

Budget developers are also requested to provide a high-level summary of their current year performance and forecast to the end of the year to assist PVP in their decision making regarding future budget decisions.

Meetings with the same stakeholder groups are planned in March 2026 to communicate the results of the consultations and provide further details of the multi-year plan.

Compliance with Policy/Legislation:

Not applicable.

Committee/Board Mandate:

The Board of Governors is responsible for ensuring the financial health of the University and the proper management of its buildings, lands and capital projects. The Finance & Property Committee assists the Board in carrying out these responsibilities by monitoring the institution’s financial, property and capital affairs and making related policy recommendations.

In its finance role, the Committee monitors budget projections and debt levels and recommends operating, ancillary and capital budgets for the approval of the Board of Governors. It recommends levels of student fees, spending authority, loans and lines of credit for Board approval. The Committee makes recommendations to the Board for the approval of any contract or purchase the total value of which exceeds the level of spending established for the President. The Committee may make financial policy recommendations to the Board including but not limited to policies on tuition and ancillary fees, banking, borrowing and purchasing. It may make recommendations to the Board concerning fiscal planning, internal financial controls or other areas affecting the financial health or accountability of the University. The administration may consult with the Committee on the subjects for internal audits and provide follow-up reports.

Supporting Reference Materials (attached):

Not applicable.