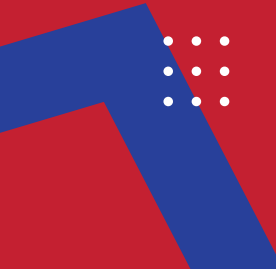




# STATE OF THE ASSOCIATION

2021-2022 ANNUAL REPORT





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# A MESSAGE TO MEMBERS

Hello,

The last school year demonstrated how we are remarkably resilient . We experienced a lot of changes due to COVID-19, but the MSA always strives to support students, to the best of our abilities, even in unprecedented times. As the President of the MSA, I thank every one of you for believing in us and trusting in us, with the work we do, and allowing us to be part of your student experience. Students play a vital role in our day-to-day working operations - we would not have made it this far without students, and the support of the entire Mohawk Community.

This Annual Report highlights how we stayed focused to support students throughout the previous year (2021 – 2022), and the changes we made to enhance the student experience through leadership and advocacy. I would like to thank the previous Board of Directors and staff for playing a crucial role in the decision-making process to support the 2021-2022 Board during these unprecedented times. A special note of gratitude to everyone supporting and for always having students’ best interests in mind.

Thank you,

Ashik Ashik, the Past and Current MSA President

## WHAT IS THE MSA? | YOU BELONG HERE

Once a student registers for classes, they become members of the Association!

The Mohawk Students' Association (MSA) is a Non-Profit Organization built for and led by Mohawk students.

Though the Association is a separate entity from the College, their core purpose is to support ALL Mohawk students.

“

[Being Part of ] the MSA feels so different to anywhere I've worked in the past, there are no bad ideas, anyone can pitch an idea to anyone and that could greatly impact how we decide something. The people are very nice, and the environment is lovely, it is truly the safest work environment I've ever been part of,

”

*Ian Moore, Board Member.*

# WHO WE ARE | OUR DRIVERS

## 2021 – 2022 MSA BOARD OF DIRECTORS

<b>President</b>	<b>Fennell Director</b>	<b>President of Finance</b>	<b>Vice President, Internal Advocacy</b>
Ashik Ashik	Ameesha Jiffy Emilee Schevers Ian Moore Kevin Wong Nicholas Stretton Sabrina Hill Wishe Spring	Tyler Harnish	Ruth Draaistra William Cuneo
<b>Vice President, External Advocacy</b>	<b>IAHS Director</b>	<b>Speaker</b>	<b>Past President</b>
Kelly Cooley	Lindylee Melanson Samira Malik	Sheldon Coombs	Garrett Blair

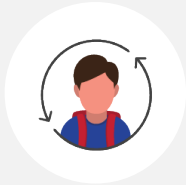
# WHY WE EXIST | OUR EXISTENCE SUPPORTS STUDENT EXPERIENCE



## Vision:

All Mohawk students achieve personal success in their college experience and beyond.

## Values:



### Student-Driven:

We are passionate about Mohawk students and all our efforts are devoted to enhancing their experiences.



### In This Together:

Collaboration built on trust across the Mohawk community is essential to ensure every student interaction matters.



### Believe It's Possible:

Fueled by outcomes and insight, we strive to find solutions for how we can meet the evolving needs of students.



### Foster Belonging:

We connect the Mohawk Community to ensure everyone feels invited, welcomed, and included as their authentic self.



### Storytelling:

We strive to tell, share, and learn from stories in meaningful ways.

# MULTI-YEAR MSA STRATEGIC PLAN PRIORITIES

Upon the official Strategic Plan approved in December 2020, the Association was determined to not only to operate within its vision, mission and values but to also focus on an outcome-oriented action plan to undertake four main strategic priorities listed below:

## 1. Empowering Mohawk Students

The MSA thrives when students feel empowered to speak up, share their voices and opinions. Here's what success looks like:

### 1.1 Student Recruitment Initiatives

Healthy turnout for elections, Annual General Meetings, Board positions and student staff.

### 1.2 Student Training

Board / student staff are prepared for their roles and responsibilities as advocates.

### 1.3 Student Feedback Loop

Getting feedback from students, acting on it, and reporting back.

## 2. Developing MSA Work Culture

The Board, student staff and operations staff feel purposeful, supported, and like they belong. Here's what work-culture success looks like:

### 2.1 Their VOICE

The MSA is led by ideas, staff have buy-in on decisions, and actions.

### 2.2 Their MEANS

Everyone has the tools, information and resources to effectively do their job.

### 2.3 Their Well-Being

Everyone can have fun, celebrate, and share together.





### 3. Developing MSA Work Culture

The Association brings ideas and people together, from all identities and lived experiences, to foster a strong sense of belonging and to help co-create positive student experiences. Here's what embracing EDI initiatives looks like:

#### 3.1 Increase Representation

Board, staff, student staff, programs and supports.

#### 3.2 Increase Engagement

The MSA is a safe, inviting and welcoming place for everyone.



### 4. Humanizing Our Brand

The brand allows students to create a deeper connection through their engagement. Here's what building brand loyalty looks like:

#### 4.1 Brand Awareness

Students know who the MSA is, what we do and how to access us.

#### 4.2 Relationship Building

Brand Students feel they ARE the MSA.

# HOW WE DID IT | STRATEGIC PLAN IN MOTION

## Priority 1 Outcomes: Empowering Mohawk Students

### Transforming Student Ideas to a Reality

The Association invited students to new MSA facilitated workshops to remove barriers and answer questions about MSA elections, the Academic Appeals process, and the mental health support services (Empower Me). The intent behind cultivating new engagement methods is to inform students and invite them to explore what MSA offers to help achieve success during their time at Mohawk College.

Additionally, the Student Representative Committee focused on Wellness collaborated with the MSA Services Team to create hygiene stands located in MSA areas at the Fennell, IAHS McMaster, and Stoney Creek campuses. The Board redeveloped the Student Representative Committee framework to entice more student engagement and solution-focused.



The MSA actively listens to their student's stories, opinions, ideas, and feedback to ensure student experiences are meaningful engagement opportunities. The Association was able to maintain high-student satisfaction even during COVID-19 restriction by offering student-centric engagement experiences such as



*Co-created both virtual and in-person based on student feedback*

Helping students know that they belong here, the MSA Offered online and in-person events and services to support students studying on campus and virtually.



MSA Tastes (aka, MSA Food and Beverage services) remained open for students attending classes at Mohawk College's Fennell and Airport campuses.



One of the biggest achievements of a student's lifecycle at Mohawk College is graduation! Since the MSA was not able to perform on-site graduation photos due to COVID-19 restriction on-campus, the MSA Services team organized an off-campus studio for students to obtain their graduation photos.

## Listening to Students with Compassion

Listening to Mohawk students is vital to the Association's success and the well-being of students.



### Scrub Drives

Nursing students and Personal Support Worker students at IAHS as an extension of the Career Closet.

### Food Security

The MSA understands food security is as important as academic success during students' time at Mohawk College, therefore MSA Tastes (MSA Food and Beverage services) offered various meal programs to students - a Soup Program, Thanksgiving Meals, while also providing meals for students in quarantine.



## Priority 2 Outcomes: Developing MSA Work Culture

The MSA is a welcoming, inviting, safe, collaborative, and fun place of work for all board members, student staff, co-op students, and operational staff. The positions filled and available also need to reflect the nature and priorities of the Association.

The Association worked on this by encouraging staff connections and learning through different networking events and workshops, creating new roles that align with the strategic priorities, offering Mental Health First Aid Training, working to humanize the onboarding process, and developing Work Culture Committees.



“

I found my role at the MSA very enjoyable. One of my favourite parts was collaborating with my coworkers, they were so kind and wonderful to talk to. The MSA position was flexible and allowed me the chance to work around my classes,

”

---

*Marina Chisholm, student  
Graphic Designer.*

## Priority 3 Outcomes: Focus on Equity, Diversity, and Inclusion

The MSA represents all students, therefore all students should feel seen and supported by the Association.

### Encouraging Authenticity

The Association worked to foster belonging by providing students with numerous opportunities allowing them to be their authentic selves. Identities, lived experiences, and personal interests were kept top-of-mind when planning and facilitating events.

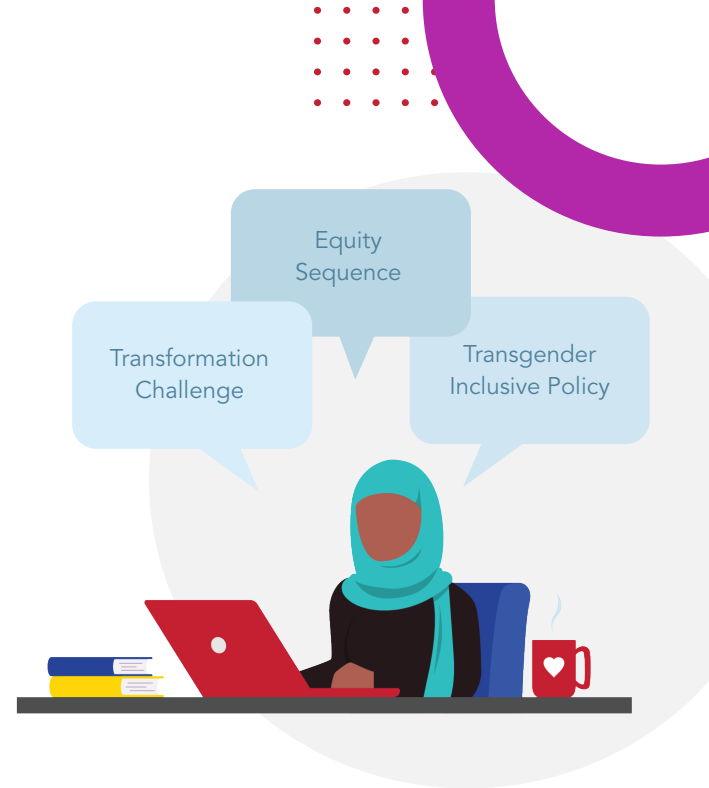


The MSA also nurtured authenticity through the Clubs and Communities Program by having more varied offerings available to students. Diverse offerings did not stop with the Clubs and Communities program, international items were added to the Food Bank to be more inclusive of various cultural backgrounds.

During student employee recruitment, the MSA valued different lived experiences and voices from students who could provide insight from diverse groups. Diversity was also prioritized during elections to ensure there was representation across the next Board of Directors (nationality, sexual orientation, Mohawk campus location, mature students, etc.).

## Creating Inclusive and Safe Spaces

Students, and staff, should feel safe and welcome whether they're interacting with the MSA in person or digitally. The Association worked to create inclusive and safe spaces by developing a Transgender Inclusive Policy so students know they can be their true selves. The Association also collaborated with Studentcare and outside agencies to ensure coverage provided to students in transition was sufficient. The MSA hosted a Transformation Challenge to help students improve their overall wellness - the challenge catered to different skill levels and interests. Full-time staff members also worked to foster inclusivity by completing Equity Sequence Training – a system of 5 questions to help guide discussions, offerings, and initiatives that keep equity top-of-mind.



## Breaking Down Barriers

The MSA aimed to break down barriers by providing students access to educational workshops, affordable food options, sustainability resources, and by offering wages above minimum wage for student employees. The Association also worked to create a presence at Mohawk's Airport Campus by opening the Airport café.

## Priority 4 Outcomes: Humanizing Our Brand

The Association worked to ensure students know what and who the MSA is by using multiple methods and platforms to inform and invite.

### In-Person and Digital Presence

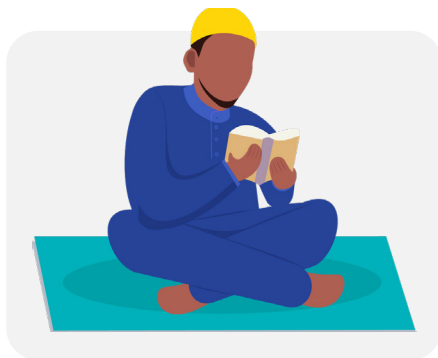
Being readily available, the MSA was able to demonstrate being 'in this together' with students. The Association prioritized both in-person and digital touchpoints. To better foster digital connections (student-to-student and student-to-MSA) specifically, the MSA used a more engaging platform, Gathertown, for multiple events and workshops. The Association worked to ensure there was in-person representation at multiple Mohawk campuses – Fennell, IAHS, Stoney Creek, and the Airport campuses.



### Supports Provided

Through different supports offered, the MSA humanized their brand by reminding students that they can lean on the Association.

In collaboration with the Language and Culture Centre, the MSA provided incoming international students with a welcome food bag to acquaint them with both departments. The MSA advocated for a quick solution to minimize student impact during the period of a potential faculty strike. The Association also coordinated the setup of a Prayer and Reflection Room at the IAHS McMaster Campus. Ensuring new staff members (student and operations staff) had sufficient resources to understand the MSA culture was a priority too.





# FINANCIAL REPORT

WITH SANDY TEPSIC, SENIOR MANAGER, FINANCE

## Financial Health

The Independent Auditors Report concluded that the financial statements present fairly, in all material respects, the financial position of the Association as of April 30, 2022, per the Canadian accounting standards for not-for-profit organizations (“ASNPO”). The MSA remains in a strong financial position with \$7,549,478 in cash holdings. As a result, the MSA is well poised to make future enhancements to existing supports and explore opportunities for new endeavours, including MSA spaces. The healthy financial position can be attributed to higher enrollment numbers, increased fees, reduced spending due to COVID-19, and financial supports received from various government assistance programs.

## Government Assistance

The MSA received various government subsidies related to the COVID-19 pandemic totaling \$319,167. The three main programs were:

→ Canada Emergency Wage Subsidy (\$216,981)

→ Canada Recovery Hiring Program (\$53,993)

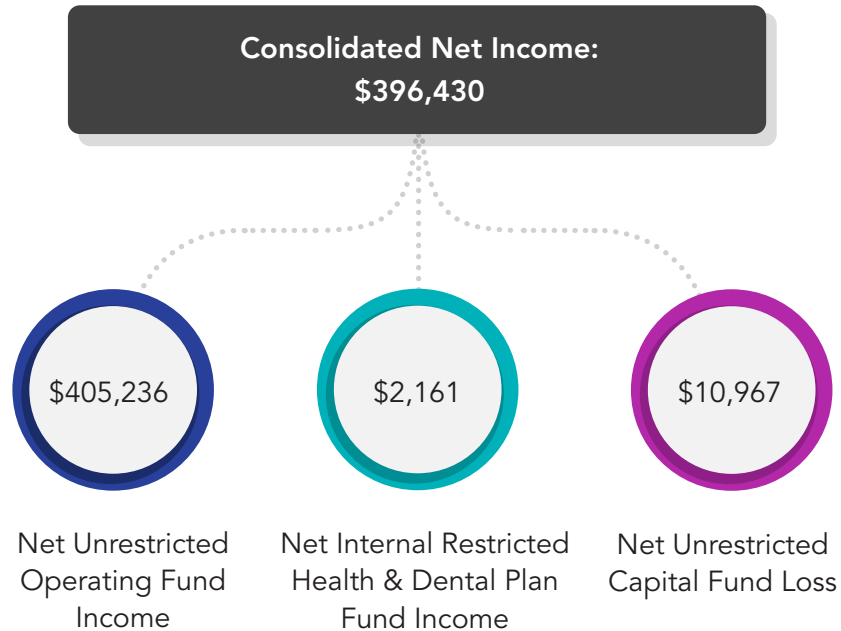
→ Canada Emergency Rent Subsidy (\$48,193).

This support allowed the organization to maintain staffing levels, student services, programming, clubs, and food service operations.



## Net Income

The audit confirmed a consolidated net income of \$396,430 which is comprised of:



# WHERE WE GO FROM HERE

The Association persevered through many challenges but never lost sight of its student-centred vision. The story is not over, and there is still much work to be done.

Some initiatives the MSA will be prioritizing moving forward for the 2022 – 2023 year include:

- Creating more student leadership opportunities (Student Leadership Program).
- Expanding and enhancing the Clubs and Communities Program to help students build stronger connections.
- Transitioning the Student Representative Committee program to an advocacy model that invites and supports students with different lived experiences.
- Collecting and acting on student feedback
- Telling compelling stories to help students understand what opportunities, services, and activities the MSA has to offer them
- Continuing to engage with students so they know they ARE the MSA!

“

I am so proud of the MSA for continuing to focus on the success and well-being of Mohawk students. We continued to show up, and will continue to demonstrate the passion everyone at the MSA has for Mohawk students! We will take the learning from the past year, coupled with truly hearing the voices of students, so that every year forward will be one of growth.

”

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*Marc Iturriaga, Executive Director*

# YOUR 2022 – 2023 MSA BOARD OF DIRECTORS

The Association worked with CMR Governance Consulting to develop a new Board of Directors governance structure.

The purpose of this restructuring was to ensure:

- All students are represented by the entire Board, regardless of campus, faculty, or identity.
- Future Boards can address the evolving ownership needs of MSA members.
- Alignment with the MSA's vision, values, and strategic work.
- Compliance with provincial and federal legislation surrounding non-profit Board activities,
- Board roles, expectations, and accountabilities are properly identified.

The following structure was voted on and approved by the 2021 – 2022 Board.

**President (Chair)** – elected (one position)

**Directors at Large** – (eight positions)

Officers: selected from the eight elected Directors at Large, these Officers consist of:

**Vice-Chair:** To act as the chair in the absence of the President.

**Treasurer:** To act as a representative of the Board in stewarding financial oversight.

**Secretary:** To ensure appropriate documentation is accurate and approved regarding minutes, and agendas, as prepared by the Advocacy and Governance Specialist.



Here are the 2022 – 2023 MSA Board of Directors who will help the MSA continue to live its values, and work toward achieving the vision and strategic priorities.

<b>President</b>	<b>Fennell Director</b>	
Ashik Ashik	Alyssa Outerson Elizabeth-Joy Phillips Ian Moore Hugo Rafael Munoz Better	Pao Gomez Upegui - Secretary Philip Anekwe Rikki Gray - Vice - Chair Sunshine Noel - Treasurer

## MSA OFFICES

### Fennell Campus

135 Fennell Ave W, Room G109  
Hamilton, ON  
L9C 0E5  
905.575.2393

### Health Sciences Campus (McMaster)

1400 Main St West, Room 112  
Hamilton, ON  
L8S 1C7  
905.575.1212 ext 6411

### Stoney Creek Campus

481 Barton Street, Room A125  
(Fitness Centre) Stoney Creek,  
ON L8E 2L7  
905.575.1212 ext 5005

[www.mohawkstudents.ca](http://www.mohawkstudents.ca)



@msamohawk

