2025-2026 IMPACT REPORT



WATERLOO UNDERGRADUATE STUDENT ASSOCIATION

Glow Party at Orientation

Message to Members

This has been a big year at WUSA. When we stepped into our roles, it was clear to us students were not looking for more of the status quo; they were looking for ambitious change. We began new programs, reformed our governance systems, and most importantly, changed the way we fight for students.

This year, we more than **doubled club funding**, increasing from $75 to $200 each term for every club. The Bomber is continuing to improve, with an expanded menu and renewed infrastructure. WUSA installed the equipment to start serving alcohol, ready to go as we wait on university approval to finally come through. *UPDATE: At the time of publication, we have now signed an agreement and expect service to commence later in the fall term.*

Originally passed by the 2024–2025 Board, the Pay-What-You-Can program launched in September 2025, and students voted at the 2026 Annual Members' Meeting to continue the program, reflecting a broader commitment to combat food insecurity on campus.

This year marked a shift toward more visible, responsive, and coordinated advocacy than ever before. In February 2026, the provincial government announced sweeping cuts to OSAP, reducing the maximum proportion of non-repayable grants from 85% to only 25%. We held a vote for students, and 94% of you told us you were looking for action. Together, we led one of the largest protests in Waterloo's recent history, demanding the full reversal of the cuts.

We also responded to the provincial government's introduction and passing of Bill 33. We worked closely with the University and other student associations across Ontario, representing undergraduate, graduate, and college students, presenting a united front to push back against this overreach.



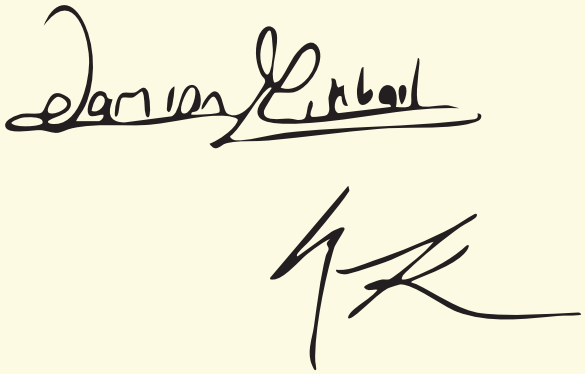
SOS OSAP Rally

We continued to pressure the University on responsible partnerships and investments, acting on the mandate given to us in the October 2024 referendum, finally ending the University's partnership with Technion-Israel Institute of Technology. Further, at the 2025/2026 Annual Members Meeting held in March 2026, students voted in favour of a motion asking the Board to pursue amendments to WUSA's Corporate Social Responsibility Policy to align with BDS-related criteria, subject to the Board's legal and fiduciary responsibilities. Students who voted in favour of the motion did so because of concerns that student dollars could be complicit in the genocide in Palestine.

We created the new Vice-President, Student Experience position, to focus on one of the issues that matter most to students—life on campus. We also brought in the new Advocacy Committee, to ensure that advocacy decisions continue to be led with a united and powerful student voice.

We updated our Investment Policy and expanded the Audit Committee into the Audit & Finance Committee, ensuring that student funds are being properly overseen by students themselves, and enabling compliance with our divestment goals.

Beyond all the work that you saw come to fruition this year, much more happened behind the scenes, opening new doors for future leadership to take us through. But it's important to deliver a clear message—ambition and a push against the status quo should not be viewed as exceptional, but instead the baseline of what students should expect from their elected leadership.



Damian Mikhail,
WUSA President, 2025-26

Remington Aginskaya-Zhi,
WUSA Vice President, 2025-26



Who We Are

The Waterloo Undergraduate Student Association (WUSA) is a student-led, not-for-profit organization serving as the official collective voice and legal representative of undergraduates at the University of Waterloo.

Since 1967, we've worked to ensure that students have the services, resources, and representation they need to make the most of their university experience and to succeed – both academically and personally. We advocate for our members to ensure they receive an accessible, affordable, accountable, and high-quality post-secondary experience, bringing student voices to the University and all levels of government.

Our Mission

We serve, empower, and represent the undergraduate students at the University of Waterloo.

Our Vision

A university experience where every member has the opportunity to thrive.



Welcome BBQ Fall Welcome Week

Our 2025-26 Board of Directors

Officers



Damian Mikhail,
President



Remington Aginskaya-Zhi,
Vice President

Directors



Katie Traynor



Merochini Manohar



Rida Sayed



Samir Sharma



Iman Khan



Skyler Duggan



Melanie Bouzanne



Arya Razmjoo



Andrew Chang



Rory Norris



Muhammad Kanji

2025-26 Annual Plan Update

Operational Goals

Conduct a trial of the Walksafe program and present recommendations for future programming	Complete- A second trial has been approved to run in fall 2026.	Learn more: WalkSafe Pilot
Add gender affirming care to WUSA's health and dental plan	Complete – Now available through WUSA's Health and Dental Plan.	Learn more: Gender-Affirming Care
Review WUSA's governance structure and identify opportunities to enhance how we engage in student advocacy	Complete – The VP, Student Experience position and the Advocacy Committee are both now in place.	Learn more: Governance Reform
Expand Clubs administrative improvements to other WUSA affiliated student groups	In Progress – Refining the improvements within Clubs before expanding to other groups.	
Finalize direction and approvals for the SLC Lounge Plan	In Progress –Student feedback collected and conversations with Waterloo admin continue.	Learn more: Student Lounge Project Update

Implementation of WUSA's Indigenization Action Plan	In Progress – Integrating the plan into day-to-day operations.	Learn more: Indigenization Action Plan
Next generation Student Life Centre space and room booking improvements	In Progress – Online study room booking is now available; other improvements are underway.	
Share recommendations on Athletics Fee	Complete – Recommendations shared with Athletics and shared on the WUSA website.	Learn more: Athletics and Recreation
Work with the University to create a map of the tunnels on campus	In Progress – Advocating for wayfinding improvements, as WUSA does not have authority to install or manage these assets.	Learn more: Tunnel and Bridge Wayfinding
Repurpose the SLC Student Lounge into "The Bomber" for the interim while we work towards the larger SLC Lounge Plan renovations	Complete – The Bomber is open; an agreement to provide bar service with the University has been signed.	Learn more: Student Spaces



Comedy Night at The Bomber

Year in Review: WUSA at a Glance

Student Involvement

- **21.1%** voter turnout in the WUSA General Election, with **7,100+** students casting their ballot
- **28** co-op positions across WUSA, **90+** part-time staff positions, and **1,400+** volunteers
- **7,300+** survey responses collected across **4** RSP surveys, **6** roundtables, **4** intercept surveys, and **9** focus groups
    - RSP research covered the Health and Dental Plan, Student Services on Campus, Understanding WUSA and Annual Planning, and Member Value.



O-Team at the Glow Party



Communication Co-ops at Super Bowl Watch Party

"I think if WUSA wasn't a thing, my university experience wouldn't be half as fun as it has been."

- Member's Value RSP W26

Building Community

Orientation

- **880+** volunteers (10% increase from 2024-25)
- **6,000+** first-year attendees

Societies

- **1,000+** events executed
- **70+** elections supported

Clubs

- **164** active clubs in spring 2025, **208** active clubs in fall 2025, **211** active clubs in winter 2026
- **2,800+** events executed

Events

- **70** events held this year (**up 35%** from 2024-25)
  - New events that were a big hit included a boat cruise, a murder mystery party, a wine and paint night, and sporting watch parties.
  - We elevated our termly satellite campus lunches by adding activities like tote bag painting, bracelet making, and Lego building.
- **17k+** unique attendees (**up 30%** from 2024-25 and up 48% from 2023-24)
- **26k+** interactions



Murder Mystery Party



Glow Party at Orientation



Wine Not Paint Night

"WUSA has been doing a great job recently... I thoroughly enjoy events that are free (or low cost) like trivia nights and guided painting... Please keep doing what you're doing!!!"

- Member's Value RSP W26

Student Services

Food Support Service
- **650+** hampers distributed
- **8,000+** items collected during annual Stock the Bank food drive


Stock the Bank Winners

Racial Advocacy for Inclusion, Solidarity, and Equity (RAISE)
- **720+** visitors
- **46** events
- **970+** hours of peer support

Glow
- **2,200+** visitors
- **48** events, with **3,700+** attendees



Glow Centre Coordinators at TriPride

Women's Centre
- **340+** visitors
- **10** events, with **190+** attendees

WUSA Thrift
- **21** Sidewalk Sales and other sales held
- **$6000+** in sales


Off-Campus Community Dons at Orientation

Bike Centre
- **350+** visitors

Mates
- **150+** visitors
- **20** events, with **800+** attendees

Centre for Academic Policy Support (CAPS)
- **378** peer support sessions offered

Off-Campus Community
- **1000+** off-campus students supported by **30** OCC dons
- **9** events, with **2,000+** event attendees

Student Spaces

- **4+ million** visitors to the Student Life Centre (SLC) (**up 14%** from 2024-25)
- **26.2k** study room bookings in the SLC
- **92** student group bookings at The Bomber

Commercial Operations

- **$480k** in total savings for students across all WUSA's food and beverage operations (up 60% from 2024-25)
- **$2.4 million** in sales at Flock Stop, with **670k+** items sold (consistent with 2024-25)
  - Most popular items: coffee, Jamaican patties, donuts
- **$398k+** in transactions at Chaska, Smarty Pants, and Wok Stop, with **67k+** items sold
- **$292k** in transactions at The Bomber, with nearly **50k** items sold
- **$61k+** in transactions at the Dispensary on Waterloo's Kitchener Campus, with **21k+** items sold
- **$480k** in total savings for students across all WUSA's food and beverage operations (**up 60%** from 2024-25)
- **8,400+** FedBus tickets sold

Member Deals

- 22.7k students redeemed deals on member.wusa.ca, delivering over **$1.3 million in savings**
- **4,200+** students using free New York Times membership, with **1.39 million page views** from WUSA users, delivering over **$1 million** in value to our members
- **$100k+** in savings for **8,400+** students using SPC membership to save on brands like H&M, Bath & Body Works, Adidas, Lazeez and more; and for **1,700+** members saving on flights with our FlightHub partnership

Student Publications

- **88%** magazine pick up rate (**up 5%** from 2024-25)
  - Top stories included coverage on Waterloo's new medical school (9k visits), ending of the Technion partnership (3.5k visits), and the return of The Bomber (1.4k visits).
- **50%** open rate for *Ring Road Round Up*, Imprint's email newsletter



Smarty Pants Ice Cream, Wok Stop and Chaska

Communications

wusa.ca

- **1.1+ million** visits (**up from 985k** in 2024-25)
- Top pages:
  - Jobs & Opportunities
  - Events
  - Health & Dental Plan
- **$690k+** in online transactions (**up $190k** from 2024-25)

@yourWUSA Instagram

- **1.75 million** accounts reached (**up 159%** from 2024-25, **up 1100%+** from 2023-24)
- **541k** content interactions (**up 200%** from 2024-25)
- **2,600+** new followers
- Launched New2UW broadcast channel for first years to get key info about services, events, and other offerings direct to their DMs

LinkedIn

- **81k+** post impressions across the main WUSA page and Governance spotlight page
- **391** new followers across the main WUSA page and Governance spotlight page

Monthly Email Newsletter

- **10k+** students reading it each month (consistent with 2024-25)

Media Relations

- **66** media inquiries closed from on-campus and mainstream media, on key issues like Bill 33, OSAP cuts, and our Pay-What-You-Can program (**up 150%** from 2024-25 and 2023-24)

Poster Run

- **410** poster requests fulfilled, with **27.3k** posters distributed around campus

Advocacy Priorities

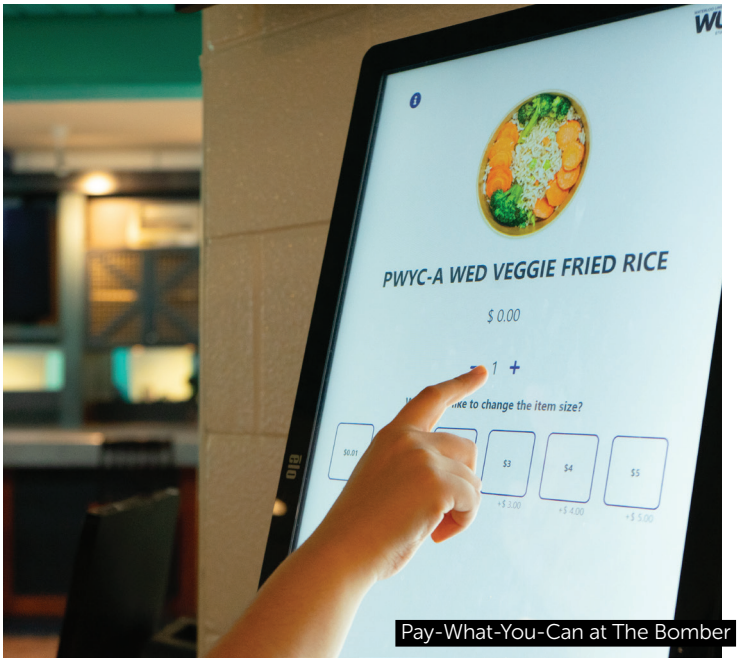
Our 2025-26 Annual Plan highlighted four advocacy priorities: affordability, co-op and employment, mental health and wellness, and academics and quality of education.

Advocacy takes many forms. While we lead awareness campaigns and develop resources for students, quiet, behind-the-scenes work is constantly happening to move the needle on the issues we know matter most to students.

Affordability

Cost of Living

- Launched Pay-What-You-Can in September 2025, offering nourishing, ready-to-eat meals to students who need it.
- Supported budget-friendly cooking through our Student Food Guide and Student Food Workshops.
- Expanded the Housing Playbook to include scam information and resources tailored to international, racialized, disabled, and 2SLGBTQIA+ students.
- Provided free legal advice through Tenants' Rights sessions, in partnership with the Legal Protection Program and Waterloo Region Community Legal Services.



Pay-What-You-Can at The Bomber

"The [Global Kitchens] Cookbook is such a sweet idea! So happy this is being done!"

- Understanding WUSA & Annual Planning Survey, W26

Affordability of Education

- Committed to long-term advocacy for Open Education Resources (OERs) to improve affordability without compromising quality.
- Collected feedback on campus support and services from 1000+ students to understand student experiences with these programs.

"[The University] is more likely to listen to students as a collective, so it's important to have WUSA around to vouch for our needs and wants."

- Understanding WUSA & Annual Planning Survey, W26

Mental Health and Wellness

Community Building

- Offered light therapy lamps, helping students manage the effects of dark winter months.
- Hosted 500+ peer support sessions through our student-run services, providing students with support from those who best understand what they're going through.
- Launched the Self-Love Journal, offering guided prompts and simple exercises, and intentionally integrated Indigenous ways of knowing, aligning with our Indigenization Action Plan.

"Seems like WUSA is the fun aunt that tries to sneak you candy when your own parents are being strict."

- Understanding WUSA & Annual Planning Survey, W26





Indigenous People's Day

Indigenization and Equity Efforts

Gender-Affirming Care

- Added gender-affirming care to the health insurance offered through Alumo, ensuring students have access to care they need.

Indigenization Action Plan

- Partnered with the Office of Indigenous Relations to host a National Indigenous Peoples Day celebration.
- Continued to implement our Indigenization Action Plan to do our part to centre Indigeneity at the University.

Accessibility

- Launched our Multi-Year Accessibility Plan which outlines our goals around removing barriers, promoting equitable access, and fostering a culture of inclusion. Progress made this year includes:
- The first fully hybrid Annual Members' Meeting, allowing students to meaningfully participate and vote on motions online
- More web-based content on our website for improved screen reader accessibility
- Self-serve kiosks at varying heights in The Bomber

Co-op and Employment

- Successfully advocated to the University to limit the co-op fee increase to match inflation.
- Provided practical resources for speaking up through our Advocate's Toolkit, which was also developed into a video series.



Academics and Quality of Education

- Partnered with the University on the Accessible Teaching Award, celebrating instructors who reduce barriers and support diverse needs in their course delivery.
- Continued to raise awareness of the Ombudsperson, which was introduced last year.

What We Accomplished

Our other accomplishments this year fall into key themes: student voices, campus engagement, governance and leadership, and student spaces and commercial operations.

Student Voices

- Organized the largest on-campus protest in recent memory, with 1500+ attendees, in response to the OSAP cuts. We also brought forward a motion to the University Senate calling for financial action, which passed without dissent.
- Responded to Bill 33, which threatens student democracy by giving the province greater authority over student fees, by submitting feedback to the government, hosting a roundtable with the Leader of the Official Opposition, and coordinating our response with OUSA.

"I appreciate the voice [WUSA is] giving to UW students on OSAP cuts. Please keep doing what you're doing!!!"

- W26 Member's Value RSP



SOS OSAP Rally

- Ran a **WalkSafe pilot** from March 2 to April 2. Research showed that **76% of students** were aware of the program and **80.6% identified** that it changed their perception of safety on campus. Of the students who used the program, **90% felt safer**, and **100% were satisfied** or **very satisfied** with their experience.

> ***"I was very grateful that the volunteers took the time to explain the program and process to me... I would definitely use the program again; I had nothing short of a great experience."***
>
> -WalkSafe Service User Survey, W26

- Hosted the second annual **Change Engine pitch competition**, with two teams receiving $5,000 to support their initiatives.
  - **Clear the Haze** focused on reducing student substance dependence.
  - **h2oloo** sought to increase the number of water fountains on campus and turned their **$5,000 into an $138,000 investment** from campus housing. **40+** new water fountains will be installed in 2027.



h2Oloo, one of the winners of Change Engine, with judges

Government Relations

- Continued partnerships with the Ontario Undergraduate Student Alliance (OUSA), the Canadian Alliance of Student Associations (CASA), and the Region of Waterloo's Town and Gown committee.
- Ensured the UPass remained a cost-effective, sustainable transportation option through our partnership with Grand River Transit (GRT).
- Connected students with local politicians through Politics without the Podium. Guests included Dorothy McCabe (Mayor of Waterloo), Colleen James (Regional Councilor), and Bardish Chagger (MP for Waterloo).

Government and Leadership

Governance Reform

- Undertook a full governance review, following a motion at the 2025 Annual Members' Meeting, resulting in the creation of an Advocacy Committee and the Vice President, Student Experience role. Both changes aim to strengthen implementation of advocacy priorities and improve the student experience.

Student Leadership

- Continued the momentum from the past few General Elections, with over **20%+ voter turnout** for the 2026-27 Board of Directors.
- Provided governance information directly to students through our Student Leadership mailing list and LinkedIn Governance spotlight page, with 275 and 170 followers respectively.

Annual Members' Meeting

- Hosted the first fully hybrid Annual Members' Meeting, with attendance peaking at 350, the highest in recent WUSA history. Key motions include the WUSA Accountability Act, additional Pay-What-You-Can funding, and amendments to our Corporate Social Responsibility policy.

Athletics and Recreation Fee Review

- Completed the review of the Athletics and Recreation fee, following a motion at the 2023 Annual Members' Meeting. Find the full report at Athletics and Recreation Value for Money Report.

Tunnel and Bridge Wayfinding

- Worked with Plant Operations to review and improve wayfinding on campus. WUSA cannot independently install or manage wayfinding assets, so we continue to advocate to the University to include improvements in their operational planning.



Annual Members' Meeting

Student Spaces and Commercial Operations

Commercial Operations

- Re-opened The Bomber, offering burgers, fries, and more in the refreshed SLC space. IT supported the roll out of accessible self-service kiosks for both standard and Pay-What-You-Can ordering.
- Launched Wok Stop, found beside Smarty Pants and Chaska, adding an affordable North American Chinese option on campus.

Across our commercial operations, our not-for-profit model allows us to keep prices **10-15% lower on average** than market rates and other on-campus options, while maintaining quality. Any profit goes back into student services, infrastructure, events, advocacy, and more.





Wok Stop Combo Items

Partnerships and Deals

- Became the first student association in Ontario to partner with the New York Times (NYT), providing access to news, games, recipes, and more. Since launching, games have been the most popular feature, accounting for **1.2 million plays** by WUSA users.

Across member.wusa.ca, WUSA has delivered nearly $1.4 million in savings to students since 2022. This year, 22,700+ students redeemed deals on member.wusa.ca.

Student Spaces

- Continued work on the Student Lounge, as part of our long-term plan for The Bomber, collecting more feedback to ensure current plans continue to reflect what our students want for the space.



Trivia Night at The Bomber

Student Publications

Imprint

- Produced two award-winning documentaries this year, one following the women's hockey team and one on accessibility.
- Launched Ring Road Round Up, a monthly newsletter sharing campus news and stories.



Imprint's Documentary about the Women's Hockey Team

Behind the Scenes

Everything WUSA delivers to students is made possible by dedicated staff working behind the scenes, including our Accounting and IT teams.

WUSA's Accounting Team supports our mission by ensuring financial accountability and transparency. With nearly **5,600 cheque requests** being processed throughout the year, their work helps clubs, services, societies, and WUSA full-time staff carry out the essential activities that are the lifeblood of our organization.

Our IT team maintained our website, supported clubs and other student groups, and kept all IT systems running at **99.9% uptime** (outside of scheduled downtime), allowing **15,000+** students to access WUSA's website. Major milestones this year included supporting a fully hybrid Annual Members' Meeting with online voting; adding a ticket-scanning feature to member.wusa.ca for student group events; supporting **60+** elections through vote.wusa.ca; processing **440** audio/visual bookings for student groups; and saving students an estimated **$60,000+** by supporting WUSA's own e-commerce platforms.

Our Marketing, Communication, and Production teams provided support to WUSA services and clubs with their print, design, and social media presence.



Students Performing at Cultural Caravan

Challenges and Looking Ahead

As we look toward the 2026-27 year with our next Annual Plan and move into year two of our 2025-2030 Long Range Plan, we continue to navigate the shifting post-secondary sector while fulfilling our mandate of supporting and representing students.

Campus Life

- Event attendance and reception have increased since Covid and we look forward to continuing this momentum alongside our new VP, Student Experience by bringing back popular events and exploring new offerings.

Advocacy and Governance

- The provincial government passed two consequential pieces of legislation this year – Bill 33 and OSAP cuts.
  - Though regulations have not been created for Bill 33, we're planning for any impact on our ability to deliver essential student services.
  - OSAP cuts won't be in effect until September 2026, but we're already advocating for the government to reverse the cuts or take other measures to mitigate the impact on students.
- Our 2026-27 VP, Government and Stakeholder Relations was elected President of OUSA and CASA Treasurer for 2026-27, making us well-positioned to strengthen our provincial and federal advocacy presence.
- Our recent general elections have had voter turnout around 20%, and we're excited to continue this momentum. With our governance review completed, we're looking forward to seeing how these changes strengthen our organization.

Commercial Operations

- Our work towards bar service at The Bomber continues. Equipment has been installed, and what's needed now is University sign-off.
- We are also continuing to develop and refine the larger SLC Lounge Plan, which will create a more flexible, student-centered space at the heart of campus life.

Overall, WUSA is proud of the progress we've made so far this year and look forward to another year of serving, empowering, and representing Waterloo undergraduates!

To learn more about what WUSA has planned for the 2026-27 year, check out our Annual Plan and 2025-30 Long Range Plan.



WATERLOO UNDERGRADUATE
WUSA
STUDENT ASSOCIATION