

Student Association of George
Brown College

Annual Program Report

For the Period

September 2024-August 2025

Land Acknowledgement

As many of us are settlers on this land, it is our collective responsibility to pay respect and recognize that this land is the traditional territory of the Mississauga's of the Credit First Nation and that we are here because this land is occupied. In recognition that this space occupies colonized First Nation territories, and out of respect for the rights of Indigenous people, it is our collective responsibility to honour, protect and sustain this land.



Message from the General Manager

The Student Association core values guide everything we do:

- **Equity, Diversity and Inclusion** - We wholeheartedly believe that diversity drives our mission to serve students.
- **Innovation** – We pursue opportunities to grow and learn as an organization
- **Transparency** - We conduct our activities with complete and open transparency. Having the utmost respect for our stakeholders, we hold ourselves accountable for delivering programs, services and business practices with honesty and integrity.

The year 2024 tested the strength and resilience of these values. As an organization with over 30 years of history, we leaned into our guiding principles like a beacon as we discovered new ways to collaborate with our students and broader George Brown College community.

Our heartfelt thanks go to Peter Corno and the educational centre board members who led us with strength, into 2025. We extend our gratitude to our members, staff team, GBC community, our partners, friends, and donors.

Every one of you contributed to fresh ideas, innovative thinking, and new programming that helped us grow.

As we look ahead, we remain committed to evolving and meeting the needs of the student community.

"If you don't stick to your values when they're being tested, they're not values" Jon Stewart

Rosalyn Miller
General Manager



Executive Summary

From Fall 2024 to Summer 2025, the Student Association of George Brown College (SAGBC) made a big impact on student life, wellness, and success. Throughout the year, thousands of students took part in fun, educational, and cultural activities that brought our campus community together and helped students feel more supported and included.

SAGBC **Events and Recreation** Program held **94** events with over **23,000** non-unique student participants (repeat attendees, including popular experiences like street festivals, cultural nights, outings, and social events). We also handed out 4,747 Frosh Kits to welcome new students and secured sponsorships worth \$60,000, plus \$35,000 in in-kind donations to support the week of welcome activities for students. Students also enjoyed standout events like the Boat Cruise Gala, Canada's Wonderland Day, private movie nights, and our well-loved Lunch on Us series.

The **Clubs program** grew with 64 ratified clubs, including 31 new ones, reaching more campuses and connecting more students through online platforms.

Equity and wellness services also expanded their reach: the **Health Benefits** Program had 26,287 unique students (representing individual students) registered to the health benefits plan and have supported 14,210 with their health benefits plans enquires and access to Cleveland Clinic services.

SNAP supported 2,431 unique students through the Flexible Food Selection Program, including 1,390 newly registered and 910 in grocery gift cards, 14,349 Nourish 'n' Go snack bags, and nearly 11,684 breakfasts, alongside meals and workshops that promoted food security;

This year, **SafeWalk** offered 2,232 escorted walks for students traveling off-campus and responded to over 5,787 inquiries from community members seeking on-campus directions and support. The program also hosted 20 safety workshops and trained 287 students in safety topics.

The **Community Care Centre** distributed more than 30,000 health and menstrual items, delivered 3,002 campaign kits, and connected with over 4,500 students through wellness campaigns and community care initiatives.

Academic Support and Student Legal Services continued to expand their reach this year. The Academic Support Program handled 628 student cases and connected with 3,615 students through guidance and advocacy. Meanwhile, Student Legal Services supported 1,723 students on a wide range of issues, including OSAP, immigration, employment, and housing.

The **PRESTO Loads** program provided \$195,650 in transit relief through 7,826 presto vouchers to 4,703 unique students directly easing financial stress for the majority of participants.

This year, SAGBC focused on making student voices heard and their experiences valued. We created more opportunities for student leadership through elections, surveys, and open forums, giving students real influence in shaping campus life and services.

Our outreach expanded across satellite campuses and online platforms, making it easier for students to connect, get involved, and share feedback—no matter where they were. Through strategic communication and community-building efforts, we put students at the center of everything we did.

The **SAGBC social media channels** saw strong growth this period, achieving 36.6K total interactions — a 302% increase from the last reporting year. Overall reach remained high with 2.1M total views, up 3%, and engagement was driven primarily by Stories (526.7K views) and Posts (315.1K views).

SAGBC showed leadership, care, and creativity this year. By putting students first, we built stronger community connections, improved wellness and equity, and offered meaningful support. We're excited to keep growing, reaching more students, and making college life better for everyone.

Learning, Growth & Strategic Reflection

Part of our growth journey we have learned and engaged in meaningful reflection to strengthen our programs, services, and student supports. Guided by student feedback, team insights, and on-the-ground experience, the organization identified key lessons to inform future planning. These learnings will shape how SAGBC grows sustainably while continuing to center student needs, voices, and wellbeing.

- Our learning has shown that students have highly valued the culture celebration programming and expressed a strong interest in expanding the number and diversity of cultural celebrations on campus and uplifting underrepresented communities and traditions. Additionally, there is a clear need to increase the number of smaller-scale events throughout the academic year to offer greater variety and accessibility, ensuring that all students have more opportunities to participate and engage meaningfully.
- Outreach & Awareness: Increasing student awareness remains critical—timely promotion, expanded marketing tools, and stronger faculty and campus partnerships are needed to boost engagement and visibility. This will help ensure students not only know about available services but also understand how to access and make the most of them.

- Continuous Improvement Culture: Ongoing reflection, real-time feedback, and responsiveness to student needs are essential to evolving services and creating a stronger, more inclusive student experience.
- Operational Capacity: High demand across programs revealed the need to improve capacity planning, including managing space, staffing, and scheduling to better meet student needs.
- Infrastructure & Systems: Internal challenges underscored the importance of sustainable workflows, staff training, and digital systems to ensure smooth service delivery and long-term organizational health.

SAGBC Impact Report: A Year of Growth, Learning, and Student Support

In this section, we showcase the key accomplishments of SAGBC programs and services over the past academic year. This journey has been one of continuous learning, growth, and improvement—guided by our core pillars and a deep commitment to student success. The insights we've gained have helped shape more effective, inclusive, and accessible programming.

Discover what we've achieved, where we're heading, and how our focus on organizational learning is fueling long-term impact for the students we serve.

Programs & Services Key Highlight

Throughout the 2024–2025 academic year, the Student Association (SA) delivered a range of services and programs aligned with our Strategic Direction priorities. These efforts were primarily focused on:

- **Priority 1: Building connections within an engaged student community**
Through inclusive programming and community-building initiatives, the SA fostered a strong sense of belonging and meaningful engagement among students across campus.
- **Priority 2: Enhancing student health and wellbeing**
Programs such as SNAP, Health Benefits, Community Care, and Safewalk were intentionally designed to support students' holistic wellbeing. These initiatives addressed critical areas including food security, and mental, physical, emotional, and social health—ensuring students have the resources and support needed to thrive.

While Priorities 1 and 2 were the primary areas of focus during this period, we also continued to build momentum toward:

- **Priority 3: Promoting organizational learning, sustainability, strategic recruitment, and high-performance teams**
- **Priority 4: Investing in people, technology, and processes that drive digital transformation**

These priorities remain foundational to our long-term strategy. The achievements across our key program pillars reflect and reinforce our ongoing commitment to all four Strategic Direction priorities.

Pillar #1: Community and Student Life

Throughout the academic year, the Student Association) proudly delivered a vibrant, inclusive events program that brought together over 23,612 non-unique students across all campuses through cultural celebrations, social experiences, and exciting off-campus trips.

The Fall term kicked off with the dynamic "Adventure of a Lifetime" Week of Welcome. A standout was the multi-campus Street Festival, which attracted over 5,000 students, transformed city streets into carnival-like celebrations, and featured food trucks, games, sponsor activations, and entertainment

And in the winter The Winter we launched with a powerful theme of diversity and cultural connection, featuring culturally rich events such as Culture Festivals, monthly themed culture nights (e.g., OLAS, HOLI, NOIR, MEME Night, and Lunar New Year), and the first overnight student trip to Niagara Falls since 2018. These events celebrated global cultures through authentic cuisine, music, performances, and interactive experiences and building a strong sense of belonging.

Throughout the year, **94** events engaged **23,612** non unique students and distributed over 4,700 Frosh Kits to welcome students, and **\$95,000** in sponsorship and in-kind support was secured.

The 2024–2025 academic year marked a strong resurgence in student club engagement at George Brown College, with club activities returning to — and even surpassing — pre-pandemic levels. Fueled by increased outreach, campus visibility, and student interest, the SA Clubs program significantly enhanced student life and community on campus.

64 clubs ratified, including 31 new clubs, surpassing the annual goal. And 6 Clubs Fairs hosted across campuses and 2,800+ students attending over **146** club-led events and over **2,955 students** actively participated in club events and activities. \$26,000 in club funding fully allocated to support student-led programming.

The SA Connect team remained committed to supporting students through in-person inquiries, live chats, and a total of 30 engaging on-campus activations reaching over 3,800 non unique students across all major and satellite campuses, including TMU, the Daniel Building, and ESL. Guided by the theme of Connectivity, Kahoot Days, Game Fest, “ Wheel of connections” these activations aimed to spotlight the 9 core SAGBC services and programs, highlight key dates, answer frequently asked questions, and promote timely initiatives like Elections and the Presto Loads Program. Each event featured fun, interactive elements—such as Connect 4, UNO, and the popular Wheel of Connection to draw students in, spark conversations, and create rewarding experiences. Through snacks, giveaways,

and personalized interactions, SA Connect successfully strengthened student engagement and helped ensure vital information reached the broader GBC community

The Dialog continued to grow its presence within the school community, publishing over **182** stories and releasing **7** print issues during the year. All content was also made available on the website, featuring important stories that matter to students.



Community and Student Life Programs

Key Learnings and Reflection

- **Student Demand for Enriched Experiences-** Strong student interest in overnight trips, diverse events, and SA Connect activations highlights the need to expand and enrich engagement opportunities—such as extending trips to over night trips, exploring new cities, and continuing focused activations at satellite campuses.
- **Enhancing Club Support and Infrastructure-** To support growing club activity, there's a need to increase funding, expand equipment access, streamline reimbursement processes, create official club email accounts, and designate dedicated club spaces for meetings and operations.
- **Improving Communication and Promotion-**There's a need to strengthen promotion strategies, particularly for The Dialog, to help with growing its digital audience through podcasting and targeted outreach, especially given social media restrictions for Canadian publications.
- **Focused and Strategic Program Awareness-**Future SA Connect events will emphasize a focused approach by spotlighting a limited number of programs per activation to ensure deeper student awareness and understanding of SA services.
- **The Elections** underscored the importance of proactive promotion and expanded outreach to boost student awareness and participation, while clearly communicating the benefits of getting involved.

Pillar #2: Student Health, Wellness, & Safety

The health and safety of students remained a top priority for the SAGBC. The SAGBC remains dedicated to fostering a welcoming and inclusive campus community where everyone feels safe, supported, and has access to a wide range of health and wellness programs and services.

The **Health Benefits** program continued supporting full-time domestic and international students enrolled in a post-secondary or ESL program at George Brown College with navigating and using their Extended Health and Dental plans or OHIP alternative plan. Teams were available to support with students' questions, inquiries, and the administration of the student health benefits plan. Throughout the 2024–2025 academic year, **26,287** students were enrolled in the health benefits plan, including both domestic and international coverage. The team supported **14,228** students with health benefits inquiries and introduced

Cleveland Clinic services across campuses. Usage rates were exceptionally high demonstrating strong student reliance on and engagement with the plan.

In the 2024–2025 academic year, the **Student Nutrition & Access Program (SNAP)** significantly expanded its impact across George Brown College, addressing urgent food access needs while promoting long-term food equity, health, and wellness. Through strengthened partnerships and student-centered services, SNAP supported a growing number of students—particularly international students—via essential programs, meals, and workshops.

Key Achievements (Annual Totals):

- 2,431 unique students supported through the Flexible Food Selection Program, including 1,390 newly registered.
- 910 grocery gift cards distributed to full-time students.
- 33 food hampers delivered to students with disabilities or mobility challenges.
- 28 after hours refrigerated locker pick-ups provided to students requiring access to food beyond SNAP's operational hours.
- 11,684 students served through the Breakfast Table Program.
- 14,349 Nourish 'n' Go snack bags distributed across campuses.
- 3,660 prepared meals provided via the GBC Chef's School and Meals to Go initiative.
- 9 workshops/webinars hosted with a total of 150 attendees.
- Average student satisfaction rating of 4.55/5, with 87% of participants agreeing SNAP is essential and 88% reporting improved access to food and well-being.
- 74% of participants were international students, with 52% citing affordable, nutritious food as their top need.
- 86% of student reviews praised SNAP staff as "helpful" and "welcoming."
- 4 off-campus vegetable harvesting trips organized to the Spadina Museum with 34 students attending.
- 33 bags of produce harvested from the Community Garden, as well as 19 bags of produce harvested grown hydroponically in the SNAP office.

The **SafeWalk** Program continued to play a vital role in supporting the safety and well-being of George Brown College students. Through on-campus presence and safety-focused events, the program advanced its mission of creating a secure environment and raising awareness about campus safety. SafeWalk served as a consistent and reassuring presence across campuses, offering both direct assistance and preventative education.

In 2024–2025, the program successfully completed **2,232** student walks and provided support to **5,787** students through on-campus assistance and directional inquiries. Additionally, **20** safety workshops and training sessions were delivered, reaching 287 students through programs such as First Aid, UMAB, and Women's Self-Defense.

The **Community Care Centre (CCC)** continued to provide inclusive, trauma-informed health services, peer education, and community programming that centers holistic wellness and equity—particularly for Black, Indigenous, racialized, 2SLGBTQIA+, women and trans students, and students with disabilities. Operating across all GBC campuses, including an expanded presence at the Daniels Building, the CCC engaged students through outreach, awareness campaigns, and culturally responsive support. Notable initiatives included Sisters in Spirit Vigil, Orange Shirt Day, and the National Day of Remembrance, along with ongoing efforts to foster connection through peer groups and equity-focused events. The CCC also delivered high-impact campaigns on consent awareness, anti-Islamophobia, harm reduction, and gender-based violence, while distributing thousands of essential health items. These efforts collectively reinforced the CCC's mission of empowering students through education, advocacy, and care rooted in lived experience.

Key Achievements (Annual Totals):

- 30,635+ health items distributed:
 - 27,471+ sexual health items
 - 3,164+ menstrual health items
- 3,002+ campaign kits shared on topics like Consent, Truth & Reconciliation, Trans Day of Remembrance, and Anti-Islamophobia.
- 3,624 students joined the CCC mailing list.
- 4,598+ students reached through tabling, events, and outreach activities.
- Hosted key events honouring Indigenous and gender-based violence awareness (e.g., Sisters in Spirit, Orange Shirt Day, Dec 6 Vigil, Congress 2025 participation, Pride in every colour, Consent and Pronouns training).
- Expanded services to Daniels Building, improving access for Design students.
- **\$104,582** Equity fund distributed to 415 students

Health and Wellness Programs Key Learnings and Reflection

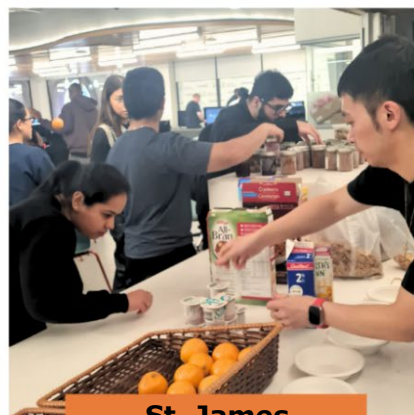
- Enhancing Student Access to Health and Support Services – Supporting student understanding of health benefits—especially among international students—remains a key priority. While partnerships with the Cleveland Clinic and the Student Wellbeing and Support team have improved access to care and mental health resources, there is still a critical need for more educational initiatives and awareness campaigns to help students better navigate their health benefits plans.
- Innovative Approaches to Food Security – SNAP continues to explore creative solutions to address student food insecurity, including the launch

of the Flexible Food Selection program in partnership with OddBunch, which has significantly improved access to affordable fresh produce. Looking ahead, the introduction of 24/7 refrigerated food lockers demonstrates a strong commitment to meeting the diverse schedules and needs of students.

- Enhanced Communication and Outreach Strategies – Ongoing collaboration with the SA marketing team focuses on diversifying outreach methods and improving the timeliness and accessibility of information. These efforts aim to increase student awareness of available programs, services, and engagement opportunities.
- Demand for experiences like First Aid training far exceeded available spaces, teaching the need to better manage capacity through deposits, fees, or expanded sessions is something the Safewalk program will consider for future training
- The CCC's work in the last academic year highlighted the importance of responsive, equity-driven, and peer-led models in building student trust and resilience. Key challenges included staffing limitations and onboarding gaps, prompting a need for stronger training, improved workflows, and real-time feedback systems. Moving forward, the focus will be on creating sustainable structures that support staff wellness, enhance student engagement, and ensure continuity of care.



Casa Loma



St. James



Waterfront

Pillar #3: Student Success

SAGBC is dedicated to helping students succeed academically by offering direct support, guidance, and advocacy throughout their educational journey. SAGBC assists students in understanding and navigating GBC's complex system of academic policies and procedures, ensuring they have access to the resources they need to thrive in their studies. Whether students are seeking clarity on academic policies, exploring their rights and options, or requesting legal or academic support, SAGBC has been proactive in providing the help they need and advocating on their behalf to create a fair and supportive learning environment.

Throughout the 2024-2025 academic year the **Academic Support Program (ASP)** continued to provide year-round support to new and returning students, focusing on holistic case management and empowering students to navigate academic challenges. The Academic Support Program managed **3,615** student cases and supported **628** students through one-on-one consultations, workshops, and resources. Satisfaction levels reached 4.44/5, with students highlighting effectiveness in navigating academic appeals and policies.

Our **legal services** continued providing legal assistance to students with respect to a broad range of legal issues and matters. The support was provided to students through different avenues that included emails, one-to-one appointments, phone calls. Legal Services assisted **1,723** students, with OSAP issues dominating, followed by housing, immigration, employment law, and family law.

The **Transit Subsidy (PRESTO Loads Program)** helped alleviate the financial burden of transit costs for students—an essential support at a commuter-based institution like George Brown College, where transportation expenses can directly affect academic success. Over the 2024–2025 academic year, the program provided **7,826** PRESTO vouchers, distributing a total of **\$195,650** in transit support to **4,703** unique students. **87.5%** of survey respondents students reported the program helped reduce their financial burden and **87.5%** said the program improved their ability to access campus.

The **SA Income Tax Clinic** successfully supported **843 unique students** during the Winter 2025 season, offering accessible in-person and virtual tax filing assistance from March 10 to April 25. With services operating across three campuses and online, the clinic made 1,316 appointments available and submitted 568 tax files to the Canada Revenue Agency (CRA). Notably, 56% of participants were first-time filers, highlighting the clinic's critical role in improving financial literacy and access.

Supported by 16 active volunteers (and 45 trained), the clinic maintained strong communication, responding to 900+ inquiries and sending 1,350+ emails. The

service received high praise, earning an average satisfaction rating of **9.2/10**, reflecting the positive impact on student well-being and financial empowerment.

The SA continued to support professional development for George Brown College students by offering part-time job opportunities within its departments. These roles provide valuable work experience, skill-building, and access to program-specific training and tools, helping students prepare for future careers. Additionally, SA employment opportunities help students manage financial pressures and reduce stress related to financial instability. In the 2024-2025 academic year, we have **119 total PT Student** hired in summer 2024 and started in Fall 24

Student Success Programs Key Learnings and Reflection

- The student academic success support program, reflected that although casework and student satisfaction are strong, workshop attendance remains low, signaling the importance of faculty partnerships and better promotion.
- The Student Legal Services noted the ongoing demand for OSAP-related support and additional support to be provided for students in this area.
- The PRESTO Loads program emphasized the need for early promotion, extended registration periods to boost student awareness. Additionally, some of the recommendation and learning we accumulated is looking for equity-focused distribution criteria to ensure broader and more impactful access.
- The 2025 SA Income Tax Clinic improved service delivery through phased appointments, better tech coordination, and streamlined scheduling, resulting in high student satisfaction and smoother operations. However, challenges such as exam-time conflicts, volunteer training gaps, and incomplete student submissions highlighted the need for improved onboarding, clearer communication, and enhanced time management strategies for future clinics.

Programs & Services Key Success Metric

The following section outlines the key success indicators and outcomes achieved throughout the 2024–2025 academic year.

It is important to note that our organization applies a variety of tracking methodologies to monitor student attendance and engagement across our events and programs. These approaches are selected based on the nature of each event, the type of service being delivered, and the overall goals of the program.

Some of the tracking systems we use include:

- Pre-event registration
- Event ticketing platforms
- On-site or drop-in registration forms

These tools allow us to collect both quantitative and qualitative data that helps us assess student engagement, program effectiveness, and the overall reach of our initiatives.

We track participation using two primary methods:

• Unique Participants

These are individual students counted only once, regardless of how many times they attend different programs, benefited from the service, or attended the events. This method is commonly used when we aim to measure reach — that is, how many distinct students have accessed our services.

Tracking unique participants is essential when our goals include:

- Broadening student access and ensuring that as many students as possible benefit from our offerings.
- Enhancing equity by identifying which student populations may be underrepresented in our programs.
- Designing inclusive outreach strategies to engage students who haven't yet participated.
- Allocating resources to programs that serve a wide range of students across different demographics and needs.

By focusing on unique participant data, we're better equipped to evaluate our success in creating equitable and inclusive opportunities for all students to benefit from our services.

• Non-Unique Participants

These are students who may attend multiple sessions or events and are counted each time they participate. This approach is used for programs where depth of engagement, ongoing participation, or sustained support are key indicators of success — such as social events, outing trips, on-campus celebration, multi-session workshops, or support groups.

Tracking non-unique participation allows us to:

- Measure student retention and the consistency of engagement over time.
- Understand how students are interacting with programs longitudinally (e.g., over a semester or the entire academic year).
- Evaluate the effectiveness of ongoing services that rely on repeated interactions to achieve outcomes.

Department	Performance Indicator	Total Academic Year 2024-2025
Events & Recreation	# of supported students by SA events & recreation programming	23,612 Non-unique participants (repeat participants)
Events & Recreation	# of held events	94 Events including outing trips and on-campus events
Clubs & Network	# of Student Clubs Ratified	64 ratified clubs including 31 new clubs
Clubs & Network	# of Club fairs events	6 club fairs across campuses
SA Connect	# of Supported students through SA connect Activations , in-person (on-campus tabling inquires) with inquiries & information, through live chats	10,276 Non-unique student (repeat students) through 30 activation events and on-campus tabling inquires & live chats
Student Media	Articles /Stories posted/ printed copies/ average pickup rate	182 stories Total Total 7 print copies with pickup rate over 80%
Student Media	Average Impression, outreach and growth	302% increase from the last year. 2.1M total views, up 3% , and engagement was driven primarily by Stories
Health Benefits	# of Domestic, international & ESL students registered for the health benefits plan	26,287 students

Department	Performance Indicator	Total Academic Year 2024-2025
Health Benefits	Total # of supported students with their health benefits plan(in-person, live chat, emails, phone)	14,228 students
Safewalk	# of supported students by SA SafeWalk programming (individuals walked) # of students assisted in person (individuals assisted with on-campus directions and inquires)	2,232 escorted walks 5,787 individuals assisted
Safewalk	# of held events & # of students certified	20 events/trainings Total 287 students
SNAP	# of Distributed hampers to students with Disabilities # of students supported through flexible food selection	33 food hampers 2,431 unique students (individual students) supported through the Flexible Food Selection Program
SNAP	# of Distributed Nourish bags # of Supported students through Breakfasts Table program	14,349 Nourish 'n' Go snack bags 11,684 non unique students (repeat) through breakfast days
CCC	# of total distributed sexual health supplies medical supplies, menstrual health supplies, health and hygiene, care kits	30,635+ health items distributed: 27,471+ sexual health items 3,164+ menstrual health items
CCC	Total in Equity Care & Relief Fund	\$104,582 fund distributed to 415 students
Academic Support	# of students that have been supported by the program # of Student case closed/solve	4,243 students 628 student academic cases
Academic Support	# of students participated in program services	8,723 students

Department	Performance Indicator	Total Academic Year 2024-2025
Legal Services	# of supported students with their legal issues	1,723 students
Presto Load Program	# of Distributed presto vouchers and supported unique students	7,826 presto vouchers, total fund of \$ 195,650 Total 4,703 unique students
Tax Clinic	Total # of unique students were served Total # of tax files successfully completed and submitted to the CRA	843 unique students (individual students) were served, with 568 files successfully completed and submitted to the CRA

We'd Love to Hear from You!

Have questions, ideas, or want to get involved? Connect with us in person or online — we're here to support you every step of the way.

Visit us at our office locations as detailed below. Your voice matters, and together, we can make your experience at George Brown College even better!

Stay connected and let's keep building a vibrant student community — because this is *your* campus, your journey, and your success.

Casa Loma Campus	E Building, first floor, room E100 142 Kendal Ave
St. James Campus	St. James A Building, room 147 200 King St. East
Waterfront Campus	Concourse level, room 033 51 Dockside Dr
Limberlost	Third Floor, Room 303 185 Queens Quay E
Toronto Metropolitan University	Room 614 99 Gerrard St. E