

## **Statement on behalf of the Board of Governors**

St. Jerome's University Board of Governors condemns racism in all forms. It is a dehumanizing force that must not be tolerated in Canadian society or on our campus.

We have been made aware of ongoing and heightened concerns related to an incident and complaint involving a faculty member and the use of a racist word in delivering lectures on harmful language across groups that have experienced and continue to experience discrimination. We are further aware of the responses by St. Jerome's University senior administration and the faculty member.

St. Jerome's University Board of Governors is committed to making our campus a safe place for all students, free from all forms of racism and oppression.

The Board of Governors has an oversight role, and is committed to ensuring that St. Jerome's University's senior administration enact plans and policies to address systemic racism, interpersonal acts of racism, and structures that lead to intersectional oppression on our campus. This includes accountability measures for all faculty and staff.

Together with the St. Jerome's University administration we encourage and invite dialogue with persons who identify as Black, Indigenous, and People of Colour (BIPOC) so that we may come to a fuller understanding of the lives and experiences of all people in our community. It is through dialogue and understanding that we can ensure the safety and respect for all those who attend our campus.

In addition to our oversight role we are committed to the following:

Embed equity and anti-racism training and education in our fall Board orientation.

Mandate anti-racism and anti-oppression review and recommendations in the work plan for the Mission Committee in particular in relation to strategic planning.

Embed the training undertaken in the Board's workshop.

Promote generative discussion at Board meetings in relation to issues of racism and oppression.

We remain true to our mission and are committed to creating a place where all are welcome. We rely on the St. Jerome's community – students, staff, and faculty - to work with us to create that space and help us to live up to our values.

Mary Ellen Cullen  
Chair, Board of Governors