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May 18, 2020

Dr. Robert Gordon
President and Vice-Chancellor
University of Windsor
Assumption Hall
401 Sunset Avenue
Windsor, ON N9B 3P4

Dear Dr. Gordon,

We are a group of faculty members and students who are writing to express our grave concerns regarding the ways in which the University of Windsor has treated Jordan Afolabi. We view Mr. Afolabi's case as indicative of deeply rooted systemic racism that continues to pervade the University of Windsor.

It is our understanding that Mr. Afolabi continues to face sanctions even though he was found to have been defending himself against a physical attack while he was in a vulnerable state of acute appendicitis. His attacker has faced no sanction. Mr. Afolabi has not been found to have violated the University of Windsor's *Student Code of Conduct*. The University of Windsor's Office of Student Experience (non-academic) found that Jordan acted in self-defense. As well, the Crown Attorney decided not to proceed with the criminal charges laid against Mr. Afolabi. We join the Black Legal Action Centre's conclusion-echoed by many other groups and organizations-that the administration's treatment of Jordan Afolabi is demonstrative of anti-Black racism. He has been treated as a threat by the administration since the day he was attacked, despite there being no indication or evidence that he is anything but the victim of an attack. This is a blatant example of what anti-Black racism is: an assumption based on race that blackness equates with danger and is deserving of punishment. Anti-Black racism, rooted in the history of slavery and colonialism in Canada, continues to pervade Canadian institutions including University settings. We believe anti-Black racism is the motivating factor in the actions taken by the University of Windsor with respect to Jordan Afolabi.

1. We join Jordan in his demands, including a total withdrawal of the sanctions he continues to face.
2. We understand that Jordan has made requests for documents, recordings, and other evidence that may be relevant to his case and that he has been met with unreasonable delays

and has been told that recordings are being deleted. We ask that the University take immediate steps to preserve all evidence and to ensure that any and all decisions that are made with respect to Jordan's case be made swiftly.

3. We ask that the administration provide transparency on the process that has been followed in sanctioning Jordan. There has been no violation, or alleged violation, of the University of Windsor's *Student Code of Conduct*. We ask that the University clarify and confirm what procedures were followed in sanctioning Jordan. Additionally, we ask for clarity regarding why the regular procedures-which incorporate rules of natural justice and procedural fairness-for dealing with an alleged misconduct were ignored in this case. The apparent disregard for the University Senate-approved mechanisms for imposing sanctions on students is deeply troubling. We ask that the University of Windsor provide clarity with respect to this important issue.
4. We ask that the University of Windsor take other measurable action to ensure that our campus is a place of safety and ceases to be a place where racialized, Black, and Indigenous faculty, students, and staff experience harm. Vital to this effort is the acknowledgment of harm done and the development of accountability mechanisms and practices. For example, the University of Windsor needs to eliminate the ineffective and problematic OHREA office-unilaterally instituted by the 2008 incoming president who diverted to OHREA, funds meant to support a Senate-Advisory-Committee-led democratic grassroots anti-racism initiative across campus. The OHREA office which operates under the auspices of the president (the equivalent of administration monitoring itself) must be replaced by a more democratic office, institution or position (e.g. a VP Equity) or at the very least, an Ombudsman that operates independently of University Administration. Other examples of long-term action include: a Black Studies Program at the University of Windsor-Windsor being a site of the terminus of the historical Underground Railroad; or an institute championing global citizenship, education, and contributions of Indigenous, Black, and people of color to world civilization. Many other universities house such equity initiatives and programs-for example, Centennial College, Dalhousie or Ryerson University.
5. Many of us have been involved in past efforts to address racism, and in particular anti-Black racism, at the University of Windsor for the last number of years if not decades. Since 1994, the University of Windsor has commissioned four reports to address recurring systemic racism at our University, each report urging administration to implement the recommendations of the previous report or risk continuation of racist incidents and a climate of racism on campus. The lack of meaningful change from the University, in the face of these reports, is a harrowing sign of institutional betrayal. The prior feeble gestures from the University are, unfortunately, egregious examples of performative nonaction. We know from experience that incidents such as the encounter that Jordan has had with the University administration will continue to put Black, Indigenous, and racialized students at risk unless concerted and committed action is taken. We also know from experience that it is not just students who are at risk of encountering racism at the University of Windsor. Faculty and staff also suffer from an atmosphere imbued with racism and colonialism here.

We view the University's treatment of Jordan Afolabi as an incident that has not happened in isolation. Rather, it is part of a pervasive pattern of institutional and deeply embedded systemic racism. We sincerely hope that the University of Windsor will take action to ensure our campus is a place of safety and ceases to be a place where racialized, Black, and Indigenous faculty, students, and staff experience harm caused by racism, especially at the hands of University administration.

We would like to meet with you to discuss our requests soon. A Zoom meeting is our preference, since Covid-19 developments preclude an in-person meeting in the near future. We look forward to hearing from you. You may reach our contact person, Richard Douglass-Chin, Associate Professor, Department of English/Women's and Gender Studies at his email rdc@uwindsor.ca to set a meeting date.

Sincerely,

Andrew Allen, Associate Professor, Faculty of Education

Claudette Brown, Social Work Student

Natasha Daley, Juris Doctor/Master of Social Work Student

Princess Doe, Juris Doctor Student

Richard Douglass-Chin, Assoc. Prof. English/WGST

Ruby Joy, Juris Doctor Student

Ayesha Mian Akram, Doctoral Student, Sociology

Jane Ku, Associate Professor, Sociology/WGST

Jean Guy Mboudjeke, Associate Professor, Languages

Jillian Rogin, Assistant (Clinic) Professor, Law

Tess Sheldon, Assistant Professor, Law

Camisha Sibblis, Assistant Professor, School of Social Work

Judith Sinanga-Ohlmann, Associate Professor, Languages

Serena Klumpenhauer, MA Student, English