

June 2, 2020

The **Labour & Employment Law Society (LELS)** of the University of Windsor is disturbed and disappointed by UWindsor and Robert Gordon's shameful statement in response to the tragic murder of George Floyd at the hands of the Minnesota Police. Dr. Gordon's statement fails to acknowledge any of the following crucial points:

1. **Anti-Black Racism:** Dr. Gordon's statement makes no explicit mention of anti-black discrimination, in fact, not once is the word "Black" used in the statement
2. **Condemnation of the Murderous Officers:** Dr. Gordon's statement skirts around making any explicit indictment against the Minnesota police or condemnation of Officer Derek Chauvin (the murderer that ended George Floyd's life)
3. **Other Recent Black Deaths:** Dr. Gordon's statement makes no mention of any other recent Black deaths beyond George Floyd— some of which include Tony McDade, Regis Korchinski-Paquet — which occurred in Toronto— etc.
4. **Overarching Police Brutality:** Dr. Gordon's words do not engage the underlying issues of prevalent anti-Black police brutality in North America
5. **UWindsor's Own Discrimination:** Dr. Gordon's words do not address the multiple recent instances of anti-Black racism that have occurred on UWindsor's campus, nor does he address the University's excessive policing of Black individuals on campus

Over Policing: On UWindsor campus, a Black individual is 791% more likely to be reported as a possible suspect in an ongoing criminal investigation than their white peers. Further, Black individuals on UWindsor property are reported as offenders in ongoing investigations at a rate 529% higher than their white peers.

UWindsor Admin Abuse of Jordan Afolabi: Robert Gordon and the UWindsor administration still have yet to adequately respond to Jordan Afolabi's detailed human rights complaints submitted almost a year ago on June 19th, 2019. UWindsor has not addressed the fact that Ryan Flannagan (UWindsor's VP Student Experience) told Jordan Afolabi that Danieli Arbex (UWindsor's Academic Integrity Officer) was right to push the panic button when Jordan attended her office 1 hour after receiving her permission to do so because "she is not a police officer" and "she [did] not have a gun on her". Ryan Flannagan justified her "fear" of Jordan, despite UWindsor's own investigation finding him to be innocent and to have only acted out of self-defense. UWindsor repeatedly treats Black students as aggressors. To this day, Jordan remains banned without cause by Douglas Kneale from Assumption Hall (because Charlene Roe and her white female peers feel "uncomfortable" and "unsafe in their work environment", as told by Ryan Flannagan).

Passa Passa Beatings/Arrests of Black UWindsor Students: Consider the events surrounding the 2008 Passa Passa party at the UWindsor's campus pub, where 25 armed police and SWAT officers with police dogs in tow beat down and violently arrested Black students on campus without cause; this along with the continuous mis-labeling of Jordan Afolabi as "aggressive" and "dangerous" by UWindsor admin are only two examples that illustrate the pervasive pattern of over-policing, surveilling, and blaming of Black students for Windsor police interventions and brutality.

Consistently in this and other cases, we have seen white women and men on the UWindsor administration label Black students as hyper-aggressive, worthy of being "feared", worthy of being "defend[ed]" against with "a gun", of being accosted repeatedly by police presence—with absolutely no consideration for how traumatizing it is for a Black person in North America to be confronted by the police, without care or compassion for the fact that this has led to so much Black death, abuse of Black life, nor without care for

the systemic, mass incarceration of Black people in prison systems. The UWindsor admin shows no consideration for the triggering and anxiety-inducing environment their behaviours create for any Black student that may attempt to challenge the discrimination—even when the Black student does so by following all protocol and protesting peacefully (see: ExposeUWindsor.com/UWindsorRetaliates)

This empty statement is a slap in the face to Black students' mental health and wellbeing; a blatant mockery of the fact that UWindsor has played a horrifying role in the very anti-Blackness and police brutality which it claims to disavow.

Amongst the most disturbing implications of this is that Jordan is one of few Black students out of that 791% disparity who managed to RECORD his interactions with admin, professors, and police and—through media intervention— managed to find witnesses to come forward of their own accord to support his account of what had truly happened; it took a considerable amount of luck, access to justice, and precautionary recording to be one of the only students who could actively pursue a chance to be treated equally without being silenced or gaslit. There are so many UWindsor Black students who may have been too exhausted, overworked, underpaid, or simply feeling like no one would ever advocate for them—because people so rarely do.

UWindsor must take full accountability for its abusive treatment of the Black students; The administration must take immediately remedial action by meeting the demands for anti-Black discrimination policy reform that have been asked for by so many (see: ExposeUWindsor.com/Demands). Until this is done, UWindsor's spineless PR displays of superficial concern for the Black Student Body will only corrode further at the already scarred relationship between the administration and its Black students/members.

SIGNED

LABOUR & EMPLOYMENT LAW SOCIETY, UNIVERSITY OF WINDSOR FACULTY OF LAW

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