

To: The TRU Board of Governors

Dear Governors,

We the undersigned, representing concerned faculty from the Department of Human Enterprise and Innovation in the School of Business and Economics, wish to formally express our support for our colleagues and fellow workers who have been impacted, directly or indirectly, by TRU's response to allegations of harassment and discrimination. We also wish to express concern with the processes and leadership of this university and call for immediate action to rectify the source of those concerns.

Specifically:

1. We express our support for the complainants who have come forward with their experiences of harassment and discrimination at TRU. We applaud their courage and conviction.
2. We express our dismay at the failure of TRU leadership to resolve these issues in a timely fashion. To find that such complaints have lingered for almost a year is unconscionable.
3. We express our support for our brave colleagues in other faculties who have lent their voice, their time and their influence to complainants and we support their calls for action by administration and governors.
4. Without prejudice to the complainants or respondents, we express our serious concerns regarding the process by which the complaints have been handled. All responsible organizations must have an effective process to deal with harassment and discrimination. It is clear from TRU's response to these events that our process has been deficient. Those deficiencies must be addressed.
5. We call for TRU's Governors to recognize the continued risk of consequences and risk of harm to complainants created by the failure to address complaints in a timely fashion and the failure to clearly demonstrate that respondents have been removed from positions of influence over the process and over employees.
6. We call for TRU's Governors to review the conduct of President Brett Fairbairn and Senior Counsel John Sparks in these matters. The failure of this process has been compounded by a failure to act effectively and to communicate clearly, creating an appearance of complicity on the part of senior leadership. That appearance has exacerbated the impact of these events on TRU staff, students and on TRU's reputation.
7. We call for TRU to make a formal and public apology to our hosts on these unceded lands, the Tk'emlúps te Secwépemc (Kamloops campus) and the T'exelc (Williams Lake campus) within Secwépemc'ulucw. The statements attributed to senior administration officials and the failure of administration to publicly address them has undermined our commitment to and our actions towards reconciliation.
8. Finally, we call for the Board of Governors to review their own processes regarding oversight of administration. The failures of administration in these matters is also, in part, a failure of governance. We have faith in the Board of Governors to act to rectify these matters and to communicate transparently regarding those actions in order to restore faith and begin to rebuild trust in the leadership of TRU.

We feel compelled to make this statement, as we feel that silence represents complicity with the inappropriate way in which these matters have been handled to date. We recognize that Boards often rely on the support of the administration of the organizations they govern. Given that TRU administration support is inappropriate in this instance, and recognizing the gravity of this situation in its impact on TRU's reputation and ability to deliver quality education, as governors appointed by the Province of British Columbia we suggest that you also seek assistance in this matter from the Ministry of Education and the Premier of British Columbia.

Signed:

Andrew Fergus (Department Chair)

Hardeep Chahal

Rhonda Dever

Adina Gray

Angela Hapke

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John McDonald

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Louise Patterson

Scott Rankin

Melanie Reed (Chair, SoBE EDI committee)