Brock

Office of the President

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August 1, 2018

Dear Dr. Michelle Webber:

I would like to thank you for the opportunity to meet with you and the BUFA Executive Committee members on July 23, 2018.   I believe these discussion are important and I was pleased to have the opportunity to engage on the items of concern raised in the letter of July 16, 2018.

I share your views that we must all pay significant attention to the institutional culture and workplace climate here at Brock as well as recognize that past historical events may have an impact on current views and experiences.   As mentioned at the meeting, I look forward to working with all members of the University community to advance the values, institutional culture and workplace climate that fosters a sense of pride and belonging here at Brock amongst faculty, staff and students.

It is important to note that I have already started to take action in support of these shared aims.   Recently, I announced the hiring of the new Director of the Human Rights and Equity Office, which will be independent and report directly to me.   Additionally, we have established a Vice-Provost, Indigenous Engagement position. I have endorsed the establishment of the President's Advisory Committee on Human Rights, Equity and Diversity (PACHRED).   We are making progress and I will be looking closely at the points raised in the letter of July 16 in our efforts moving forward.   I am hopeful that BUFA will recognize and support these efforts, working with me as we take the necessary steps in progressing and enhancing the work environment and institutional culture here at Brock.

Thank you again for your letter and I look forward to working with you and BUFA on advancing Brock as an outstanding post-secondary educational institution and employer for all members of the University community.

Sincerely,

Gervan Fearon
President and Vice-Chancellor
Brock University