

November 22, 2021

Dear Brescia community,

Today is an important day in acknowledging our shared work to make Brescia a safe, respectful campus that is free of racist and discriminatory behaviour. While Brescia has taken many steps to advance anti-racism initiatives and ensure equity and inclusion, we would like to highlight a few key findings which are found in the King's/Brescia Anti-Racism Working Group (KB-ARWG) report released today.

- Most survey respondents perceive racism as an issue at Brescia
- Participants report experiencing or witnessing various expressions of racism (racist microaggressions were more frequently witnessed or experienced at Brescia, specifically)
- The majority of survey participants were unsure or disagreed that there were safe channels for reporting racism at Brescia
- Most Brescia survey participants across racial groups and roles on campus (ex. students, faculty, staff, administration) support anti-racism actions including curriculum changes, awareness raising and budgetary commitments
- Students report lack of diversity and inclusivity in educators and course content/curriculum
- Expressions of racism are deeply felt by members of our racialized community

These are just a few of many things that have been uncovered through the work of the KB-ARWG. We know that racism is an issue on our campus. It is now our responsibility to act and create positive change by developing actionable steps to an anti-racist campus culture.

While we acknowledge there is work to do at a systemic level, we want our community to know there are things already happening in the area of education, training, and programming. The commitment to this work is ongoing, including ensuring we listen to the needs of equity seeking groups on our campus.

Of the findings that stood out in the report, we have begun new initiatives and we will continue to progress towards many others including a commitment to add EDID (which includes anti-racism action) into Brescia's new five-year strategic plan.

One of the recommendations that was quite time sensitive was around reporting forms of racism, discrimination, and harassment. We are currently working on a reporting tool that can be used to report racist and discriminatory behaviour. A new working group was formed to create safe reporting steps for racism, harassment and discrimination. This working group currently includes Brescia's Registrar, Special Advisor to the President, Diversity, Inclusion, Mental Health and Wellness lead, Residence Manager and Coordinator of Specific Populations. The student voice will also be invited to the planning meetings.



The KB-ARWG report contains very descriptive and important content of the current climate on our campus. Most importantly, the report contains detailed steps within the recommendations of how our university can move forward in a positive way. We would like all members of our community to set aside some time to read the report and recommendations carefully. [Please access the full report online here.](#)

The KB-ARWG has spent a significant amount of time listening, researching, collaborating, consulting, and sharing this past year. We should not forget this work can weigh heavy on their hearts and conjure personal experiences. Thank you on behalf of our institution. We thank each of the members of the Brescia community who stepped forward to participate in this important and emotional task.

We know that changes will not come overnight but acknowledging our truths and building steps towards change are important. It is our hope that with the recommendations presented and our community's priority to create a safe, welcoming campus we are on a promising path forward.

Yours truly,

A handwritten signature in black ink, appearing to read 'Laretta Frederking'.

Laretta Frederking, Ph.D.  
President  
Brescia University College

A handwritten signature in black ink, appearing to read 'Lissette Ochoa'.

Lissette Ochoa  
Special Advisor to the President, Diversity & Inclusion  
Brescia University College