

To Li-Jeen Brosko,

I am writing today on behalf of the Human Rights Policy Board. We have recently been presented with the Annual Report of the Human Rights Office for 2021 and thought that we would take this opportunity to provide some of our reflections directly to you. We hope that our feedback contributes to the continued work of SFU communities in engaging all members of the SFU community to the greatest degree possibility.

To begin, we would like to express our overall support for the work that has been done by the new Director of the HRO since the beginning of her term, and for the overall implementation of the revised GP18. We greatly appreciated the educational material and various guides that have been created. We have valued the opportunities to provide feedback on these guides and we hope that our feedback has helped to ensure that the materials are accessible and provide the direction that students, staff, and faculty need in order to navigate complex issues as they arise. We also really appreciate the Director's efforts at increasing the visibility of the HRO and strengthening the relationships between the HRO and other similar organizations at SFU. We look forward to seeing how members of the HRPB can be more involved in educational awareness and visibility strategies over the next year.


We do have two key recommendations that we hope will be considered over the next year. First, we believe that the HRO lacks sufficient funding to achieve its contribution in fostering an inclusive and equitable culture across the institution. We are entirely supportive of the focus on proactively addressing equity and justice issues by educating all members of the SFU community sufficiently in order to prevent discrimination and other human rights violations. However, we are deeply concerned that the responsibilities currently assigned to the Director are too onerous for one person with limited staff support. We sincerely hope that SFU will see the value of the work that is needed and in progress and that SFU increase the funding for the HRO such that there is adequate staffing to manage the administration, education, and direct service provision that is necessary at the HRO.

Our second recommendation is that some consideration be brought towards the current lack of attention to systemic forms of discrimination that may be present at SFU, but for which there currently does not appear to be a mechanism to raise or address concerns. Given the limited scope of GP18 and the jurisdiction of the HRO, we believe that SFU ought to provide some

process by which individuals or groups can advance their concerns about structural forms of discrimination that may be related to SFU policies and procedures rather than be restricted to only individual acts of discrimination. These structural matters can significantly and adversely affect individual experiences at SFU; thus, we recommend that SFU prioritize developing a process by which concerns can not only be raised but can also be addressed. We hope that such matters are already under consideration, but if not, we hope that discussions can commence as we believe such a process is vital to ensuring access, transparency, and accountability in SFU's equity efforts.

Finally, we wish to support the continued inclusion of detailed information about the types of complaints and individuals who access the HRO for informal as well as formal assistance. We hope that the HRO is able to continue collecting these data, but also that expanded information about all parties' experiences in the process and their satisfaction with the HRO experience can also be collected at some point in the near future.

Sincerely,

A handwritten signature in black ink, appearing to read "T. O'Doherty". The signature is fluid and cursive, with the first name "T." and the last name "O'Doherty" clearly distinguishable.

Dr. Tamara O'Doherty, JD

Chair, Human Rights Policy Board

Lecturer, School of Criminology