

The University of Windsor is dedicated to fostering an inclusive, respectful, and welcoming campus for everyone. We are committed to combatting all forms of identity-based violence and discrimination, including Antisemitism and Islamophobia. We support the Government of Canada's long-standing goal of a two-state solution.

During the past several months, we have engaged in numerous discussions with individual students and student groups from the Jewish, Muslim, and Palestinian communities, among others, as well as various affiliated organizations and individuals.

Last week, the University announced two separate agreements with the University of Windsor Student Alliance and students involved in an encampment on campus.

Recently, University leaders have engaged with federal and provincial government officials, including the Ministry of Colleges and Universities and Andrew Dowie, MPP Windsor-Tecumseh, about ways to advance dialogue with the Jewish community and ensure all students feel included, safe, and welcome at the University of Windsor. Mr. Dowie has pointed out that the Province of Ontario has adopted the IHRA Working Definition of Antisemitism and expressed some additional concerns and we are working with him to address his concerns. We thank them for their guidance and support.

It is important to emphasize that these agreements in no way encompass the University's comprehensive plan to address all forms of identity-based violence and discrimination.

The Canadian Jewish community, their allies, and our campus Jewish community expressed that they have been negatively impacted by these agreements and we are committed to working with our stakeholders to address those concerns. In the coming days, the University will be focussing on formalizing our dialogue with Jewish students and the Jewish community and developing an agreement outlining tangible actions and strategies.

The University is committed to creating a toolkit to combat antisemitism. The President established in April that antisemitism training would be mandatory for all Board of Governors members and members of senior administration. The University is also currently recruiting a Jewish Student Support Advisor.

We are dedicated to building on these efforts, addressing the concerns of Jewish students and community members, and providing increased support and resources.

The University appreciates the advocacy and involvement of community and campus organizations in helping us advance our efforts. We look forward to continuing this dialogue and developing formal relationships with these groups to help support and address the needs of our Jewish students, faculty and staff.

The University supports academic freedom and collaboration by academics and recognizes the rights of all academics to pursue academic partnerships globally to advance knowledge creation and innovation. The University also understands that appropriate oversight of partnerships is important. Consistent with recommendations from Ontario's Auditor General, the University is

developing a framework to bring all institutional partnership agreements forward to Senate for approval commencing in the Fall 2024 semester, regardless of country of origin. The University also supports ensuring a diversity of voices are employed at the University in all roles.

Guided by our strategic plan, *Aspire*, the University of Windsor is committed to equity, diversity, and inclusion, and to ensuring that all student voices and aspirations are heard, valued, and responded to in a consistent manner.