



University  
of Windsor

**Office of the Dean  
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**To:** Human Kinetics faculty, coaches, staff, students, and student-athletes

**From:** Jess Dixon, Acting Dean, Faculty of Human Kinetics  
Mike Havey, Director, Athletics & Recreational Services  
Cheri McGowan, Associate Dean, Research & Graduate Studies  
Kevin Milne, Associate Dean, Academic Programs; Chair, Anti-Racism Sub-committee  
Sandra Ondracka, Lancer Recreation Coordinator; Co-Chair, HK Equity Committee  
Victoria (Vicky) Paraschak, Co-Chair, HK Equity Committee  
Eric Vandenbroucke, Associate Athletic Director  
Sarah Woodruff, Acting Head, Department of Kinesiology

**Date:** July 27, 2020

**Subject:** Anti-Racism Subcommittee

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Members of the HK Family,

We trust you are all doing well and staying safe during these unprecedented times. As many of you already know, the Faculty of Human Kinetics is composed of two units: the Department of Kinesiology and the Division of Athletics and Recreational Services. In our Faculty, we rely on a diverse student body (including student-athletes) and staff (including faculty and coaches) to fuel the successes of our academic and recreational programs, as well as our athletic teams. However, in carrying out our mission to inspire students to be lifelong learners and leaders by engaging them in the study of human movement and in opportunities ranging from high performance sport to leisure and recreation, we have failed to adequately serve, recognize, and support our Black, Indigenous, and other students and staff of colour. We are not immune to the acts of systemic anti-Black racism that occur at our institution and others. It is unfortunate that it took a time of worldwide pain and protest for us to introspect and acknowledge this failure and we are deeply sorry.

We are writing at this time to inform you that we are actively attempting to change and become better. But words without actions are meaningless, which is why we have held off from making any statements until this time. Within the past month, our Faculty has formed an Anti-Racism Subcommittee (Chaired by Dr. Kevin Milne) of our long-standing Equity Committee to ensure that we truly hear the voices that have so bravely spoken up around the world, across our campus, and within our Faculty. And, to the theme of **VOICES**, this committee has been tasked with improving the following:

- **Visibility** of our minority students and staff, such as committing to diversifying our career and alumni speaker series, and highlighting the successes of our many Black, Indigenous, and students and staff of colour (both present and past) who act as ambassadors of the University of Windsor and our Faculty every time they step into an office or onto a playing surface;

- **Outreach** and **Inclusion**, such as applying for and committing Faculty funds to establishing Student Diversity and Inclusion Specialists with the aim of increasing the diversity of our student body, and implementing a permanent Diversity, Equity, and Inclusion Coordinator within our Human Kinetics (undergraduate student) Society;
- relationships with the **Community**, such as securing speakers from the Black community with plans to host a fall forum, when we will have our entire student body virtually back to campus to hear the experiences of our Black students and/or staff;
- **Equity**, such as permanently securing a room for a safe space and facilitator to hear the concerns and experiences of our Black, Indigenous, and other students and staff of colour, and exploring ways to remove barriers and deterrents to participation by these groups in our programs and on our teams, and;
- **Substance** and **sustainability** of our efforts so that the brave, difficult, and necessary change that our students, staff, and others around the world have so long sought become permanently embedded in everything that we do.

In addition to what we will be rolling out in the coming months as a Faculty, over the past several weeks, many of our Lancers athletic teams have engaged in discussions with players, coaches, alumni, and guest speakers (e.g., John Wiggins, MLSE Vice-President, Organizational Culture and Inclusion) about current issues and events (e.g., tragic deaths of George Floyd and Breonna Taylor). Our teams have also endeavoured to provide safe and non-judgemental virtual spaces for student-athletes to express their feelings on the topic of anti-Black racism and how it has impacted their lives. Some Lancers teams have also developed zero-tolerance policies, as well as team orientation and outreach programs (e.g., 'Skate Against Hate') to improve awareness of racism in our communities. Similarly, those working in Lancer Recreation have participated in a number of online professional development webinars, focus groups, and virtual discussions with student leaders (e.g., Jeremiah Bowers, Special Projects Coordinator) about the experiences of Black, Indigenous, and other students of colour on campus. Moreover, a working group has been established to examine issues of equity, diversity, and accessibility in Lancer Recreation and develop a plan for improvements in these areas. Additional resources and information about campus policies, the HK Equity Committee, and the Office of Human Rights, Equity, and Accessibility (OHREA), as well as an awareness and education campaign are being communicated via the Lancer Recreation website and social media channels.

In the lobby of the Human Kinetics Building is a plaque that reads "Welcome students! You are the most important people in this office..." but to be true to this mantra requires that we listen to and support the voices of ALL of our students and staff. The Faculty of Human Kinetics prides itself on being a family and we are committed to making this family stronger and better, together.

Sincerely,



Jess C. Dixon, Ph.D.  
Acting Dean, Faculty of Human Kinetics



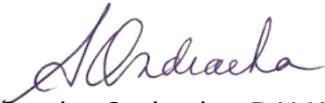
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