



Benoit-Antoine Bacon  
President & Vice-Chancellor  
Carleton University

Ottawa, 24 July 2023

**Re: Public Posting of Schedules, Course Titles, and Room Locations; Safety Concerns Regarding Classrooms**

Dear President Bacon:

The violent stabbing that recently occurred at the University of Waterloo during a class focused on “Gender Issues” in Philosophy is a stark reminder of the increasing acts of violence and uptick in hateful rhetoric that has been launched against anyone who supports, studies, or teaches subjects related to gender equity, women’s rights, and the rights of 2SLGBTQIA+ individuals. Police investigating the stabbing of the instructor and two students have unequivocally declared this crime to be one motivated by hate. As CUASA notes in its statement published June 30, 2023, “[t]his incident is part of something much larger and it isn’t new” ([“CUASA Stands Against Stabbing at Waterloo”](#)). Indeed, members of the Carleton community at large, including students, TA’s, Contract Instructors, and full time faculty have expressed their own fears of being subjected to violence rooted in misogyny, sexism, heterosexism, cisgenderism, and anti-BIPOC racism. The Canadian Association of University Teachers (CAUT) likewise asserts that this violent attack “comes at a time when professors teaching gender studies and anti-racism courses have been targeted” by activists and politicians in recent years ([“CAUT condemns hate-motivated stabbing at the University of Waterloo,”](#) June 29, 2023). All members of the Carleton University community have the right to feel safe on campus, and employees of CUPE 4600 and CUASA have the right to a safe work environment.

In an article published by Global News on July 11, 2023, Saba Abiz explains how this violent crime at the University of Waterloo has led to other universities across Canada to review their security measures and safety protocols. The Director of Campus Security at the University of British Columbia of which you will soon be President, Sam Stephens, explained that this incident resulted in a review of safety and security protocols by UBC Safety and Risk Services “to determine if there are any opportunities to improve our safety processes” ([“In the Wake of Waterloo Attack, Canadian Universities Reviewing Security Measures”](#)). Similarly, the University of Alberta’s Interim Provost states, “[w]e are currently exploring many avenues related to safety and security from those concerns being raised following this assault” and that “[s]ome of these include looking into how instructor information is publicly posted, collaborating with those who teach and research in these areas to identify actions, and advancing conversations around restorative practices.” Many other universities are also engaging with members of their communities to ensure they are able to learn, teach, and work in a safe environment.

We implore Carleton University to examine its own practices and protocols, and to collaborate with members of the community, and especially those that teach, study, or learn about gender, sexuality, and/or critical race studies. As instructors and TAs, members of both CUPE 4600 Units 1 and 2 as well as CUASA are in a unique position to give insight into what actions must be taken to improve the working and learning conditions of our campus. We are particularly concerned with two issues: public postings of class schedules and locations, and classrooms that are not conducive to a safe environment because of a single door.

Carleton University's practice of publicly publishing schedules for all courses, with details including the name and/or topic of the course, the days and times the course is offered, the name of the instructor, and the room and building location for the class, is one that threatens the safety of all members of our community, and especially those who are students, TAs, and/or instructors of classes that focus on issues related to gender, sexuality, and critical race studies. While students and potential students certainly need to be able to browse course offerings and build possible schedules by knowing the days and times a course is offered, there is no reason why the room and building location should be publicly available. We respectfully demand that locations of classes not be published for the general public, and that locations are only given to students who have registered in the course.

Many classrooms throughout Carleton's campus, and especially those reserved for smaller seminars or lectures, have only one door at the entrance to the room. This poses an inherent safety risk, as it severely limits and restricts exits. In a hypothetical scenario where a violent person walks into the only door of the classroom, there is quite literally no way for any students, TAs, or instructors in the classroom to escape. If, on the other hand, there were at least two doors – ideally located on opposite ends or sides of the room – an exit exists. We respectfully demand that courses focusing on any issues related to gender, sexuality, and critical race studies are scheduled in rooms that include at least two exits and that no employee be required to teach in a room with only one exit.

Sincerely,



Noreen Cauley-Le Fevre, President  
Canadian Union of Public Employees, Local 4600



Dominique Marshall, President  
Carleton University Academic Staff Association

c.c. Pauline Rankin, incoming Provost  
Jerry Tomberlin, incoming President  
Linda Cruz and Nancy Del Cellier, joint Chairs of Carleton University Joint Health and Safety Committee