

DELIVERED BY EMAIL

18 May 2021

Ana Serrano, President & Vice-Chancellor, OCADU
Office of the President, OCAD University
100 McCaul St, Toronto, ON M5T 1W1



Re: Librarian Layoffs

Dear President Serrano:

Faculty in our union were very concerned to hear that *without consultation* your institution has eliminated six library staff positions in a restructuring that would result in the termination of four academic librarians and further elimination of two positions. I see that consultation is outlined in the Collective Agreement language surrounding layoffs. Further, we find it troubling that following the elimination of these positions, four new positions will be created.

Another action that has drawn our attention is the OCADU's follow-up statement. This statement claimed that the "*new structure aligns with the decolonization approach by flattening hierarchies and promoting a peer-to-peer environment*". This is an alarming misappropriation of the term decolonization.

It is evident to our Association that the collegial governance principles that post-secondary institutions are guided by were not adhered to. The lack of transparency in taking this decision without consultation will have repercussions throughout your institution if strides are not taken to remediate the damage.

We ask that you carefully consider the advice from other staff and faculty associations at other post-secondary institutions and reinstate these librarians while undertaking a new process for restructuring that will attempt to rebuild the trust within your own walls and rebuild your reputation on the national stage. This toll of this loss for your institution is 70 years of experience, and importantly 70 years of dedicated service. That dedication deserves respect.

A handwritten signature in blue ink, reading 'S. Mansiere', is positioned below the main text of the letter.

Sharon Mansiere

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Unceded Syilx and Secwepemc Territories

cc: Caroline Langill, Vice President and Provost Academic, OCADU

cc: Jamie Watt, Chair, OCAD University Board of Governors and

cc: Tony White, University Librarian