

February 7, 2022

TO: Benoit-Antoine Bacon, President and Vice-Chancellor
Carleton University
503X Tory Building
1125 Colonel By Drive
Ottawa, ON K1S 5B6

CC: Suzanne Blanchard, Vice-President (Students and Enrolment), Carleton University
Jerry Tomberlin, Provost and Vice-President (Academic), Carleton University

Dear President Bacon,

We are writing to you today to call for immediate action at every level of the university to make our campus safer and more inclusive for transgender, non-binary, and gender diverse members of Carleton's community. These 43 Calls to Action over are designed to rectify the harm that trans students, faculty, and staff currently face on campus, ensure Carleton meets its obligations under the Ontario Human Rights Code, and reshape Carleton University into a place that puts trans safety and inclusion at the forefront of its priorities.

These Calls to Action are a summary of demands that were submitted to Carleton University on January 12, 2018 and February 1, 2019--more than 2 1/2 years ago. We view these calls as the bare minimum that Carleton must do to stop actively harming trans and nonbinary people and meet its human rights obligations under Ontario law. We hope that the structures put in place in response to these demands will enable us to dream bigger and create a place where trans and nonbinary people can thrive.

A list of the 43 Calls to Action follows. Please see [this document](#) for more details on each Call to Action and for information on work that has taken place so far (this document is also attached to the email this letter was sent as an attachment to).

We know Carleton is a place that celebrates diversity and equity in all its forms, and these Calls to Action will push the university in that direction. We look forward to working with you to make Carleton's campus a safe, welcoming place for all of its students, faculty, and staff - not just those whose gender identity conforms to societal norms.

Sincerely,
Laura Horak, PhD
Julia Sinclair-Palm, PhD
Co-Chairs, Carleton Trans Advocacy Group

On behalf of the undersigned faculty, staff, students, and community members (*see pages 2-9*)

Organizational Signatories

Carleton Academic Student Government (CASG)
Carleton University Students' Association (CUSA)
Graduate Student Association (GSA)

Carleton University Academic Staff Association (CUASA)
CUPE Local 2424
CUPE Local 4600
Racialized and Indigenous Faculty Alliance (RIFA)

Carleton University Art Gallery (CUAG)
Department of Law and Legal Studies
Institute for Comparative Studies in Literature, Art, and Culture
Institute of Interdisciplinary Studies (IIS)
Pauline Jewett Institute of Women's and Gender Studies
Transgender Media Lab at Carleton University

Carleton Disability Awareness Centre (CDAC)
CUSA Womxn's Centre
Pride and Science Alliance (PSA)
Rainbow Ottawa Student Experience (ROSE)

Communications Undergraduate Student Society (CUSS)
Geography and Environmental Studies Student Association (CUGESA)
History Undergraduate Society (HUgS)
Human Rights Society
Innocence Carleton
Public Affairs and Policy Management Student Society (PAPMSS)

Faculty Signatories

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Staff Signatories

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Student Signatories

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Student Signatories (cont.)

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| Rory Hary, Psychology | Lauren Kincaid, Childhood and Youth Studies |
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| Katelyn Heins, Art History | Kaileigh La Belle, History |
| Len Hills, Neuroscience and Mental Health | Zane Labonté-Hagar, Engineering Physics |
| Olivia Hobbs, Environmental Studies <i>President, Carleton University Geography and Environmental Studies Student Association</i> | Leon Laidlaw, Sociology (PhD Candidate) |
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| Alexandra Howatt, Applied Linguistics and Discourse Studies | Kamaya Lawrence, Neuroscience |
| Bronwyn Hubbard, Biomedical and Mechanical Engineering | Bao Le, Software Engineering |
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| Alexander Jain, Computer Systems Engineering | Meg Lonergan, Legal Studies (PhD Candidate) |
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| Christian Johnston, Computer Systems Engineering | Claire MacKay-Dietrich, Neuroscience and Biology |
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| Daisy Kasper, Global and International Studies <i>VP Student Life, CUSA</i> | Jackie Mahoney, Public History (Master's) |
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EDI Programming, SEO

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Cara Tierney, Cultural Mediations

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