

**Subject:** Anti-racism Developments At a Large Canadian University  
**Date:** Monday, October 19, 2020 at 3:45:19 PM Eastern Daylight  
**From:**  
**To:** UR-President-TaskForce  
**Attachments:** WesternU Anti-Racism Oct 2020.pdf

Dear Members of the President's Task Force:

I recently learned that the large university I attended for undergraduate studies, *Western University* in London, Ontario, Canada (formerly: The University of Western Ontario), has also been dealing with anti-racism issues. The Fall 2020 issue of their Alumni Gazette includes a one-page report on how that institution's Task Force tackled the racism issue, and how their President reacted to its findings. The attached pdf file includes that single-page document which might be of interest.

As a retired Psychology faculty member at FSU, I took particular note of the apology offered by *Western University's* President for flawed scientific work on genetics and race done by a former Psychology researcher at *Western*, Philippe Rushton. That work is cited by advocates of white supremacy. Although scientific reports on genetics and race do not seem to be a central focus of FSU's Anti-racism Task Force, you might want to be aware that a former Psychology professor at FSU made "scientific" claims about race, genetics and crime in the late 1990s which attracted much controversy in local, state and national entities. In at least some of his writings, my now-deceased Psychology colleague endorsed and amplified Rushton's claims. That era at FSU was difficult for the Psychology Department, the Dean of Arts & Sciences, and then-President D'Alemberte. It was cited by advocates of white supremacy. An account of the FSU situation can be found at: <https://psy.fsu.edu/php/about/history/controversial.php>

I hope this information is helpful. Good luck with your work.

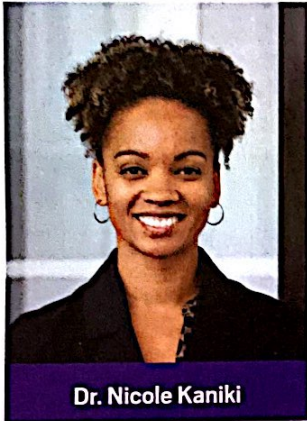
Sincerely,  
Emeritus Professor of Psychology, FSU (1968-2003)

# Nicole Kaniki and Bertha Garcia named special advisors on anti-racism

By Jeff Renaud

**A**ppointed special advisors to President Alan Shepard on anti-racism in August, Dr. Nicole Kaniki and Dr. Bertha Garcia will help Western lay the foundation for a sustained strategy to combat racism on campus.

These interim appointments are among a series of next steps Western announced on June 22 in response to the report and recommendations of the President's Anti-Racism Working Group (ARWG).



Dr. Nicole Kaniki

Kaniki and Garcia, both of whom were members of the ARWG, will hold the roles while Western formally establishes a new senior administrative position dedicated to anti-racism initiatives – a permanent role President Shepard aims to have in place later this year, and one that requires governance approval.

"Nicole and Bertha have earned high regard in their roles at Western, and I know they will bring terrific energy and enthusiasm to the work we have ahead of us," said President Shepard.

Together, Kaniki and Garcia will advise President Shepard on a structure for an equity council (one of the ARWG's 23 recommendations), drafting terms of reference for the council and helping to launch it.

Kaniki, MSc'11, PhD'16, is the equity, diversity and inclusion specialist at BrainsCAN, Western's \$66-million neuroscience research initiative supported by the Canada First Research Excellence Fund. Under her guidance the EDI program at BrainsCAN has become a leader at Western and in neuroscience across Canada. She is the architect of a training program focused on EDI in research, which has seen participation from researchers across the university.

Kaniki believes society is experiencing a defining moment as the world faces the challenges of the COVID-19 pandemic and sees a renewed strength in the Black Lives Matter movement.

"As a Black individual working on diversity, this is an exciting time because never before have we had people listen and ally with us in bringing our voices to the table," said Kaniki. "That is the most exciting part for me and our communities. It is unfortunate that it took such deplorable human tragedy to force a global shift but I am confident that times are changing, especially for equity, diversity and inclusion at Western."

A long-time champion of women in medicine and a celebrated educator, Garcia is a professor in the department of pathology

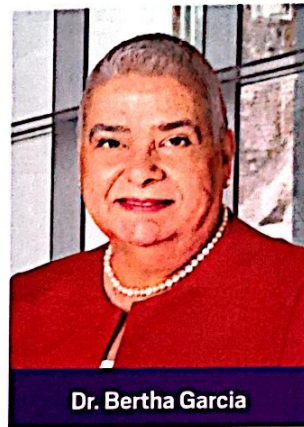
and laboratory medicine at the Schulich School of Medicine & Dentistry. She is also currently serving as acting vice-dean and director of dentistry.

After receiving a medical degree in her native Peru, Garcia came to Canada to pursue postgraduate education and experienced many challenges as a woman, an immigrant and a medical trainee.

"As a member of the Anti-Racism Working Group, I was moved by the many voices we heard from our students, faculty and staff and now have a much deeper understanding of the current and past challenges they encountered," said Garcia. "I am optimistic that

under Alan's leadership we will be able to develop and implement key changes to begin to lessen the burden currently being carried by members of the Western community."

Since sharing the University's response to the ARWG report, President Shepard has continued a dialogue with the Western community. Student and alumni groups have offered additional feedback, and one group has submitted 13 action items to address anti-black racism specifically.



Dr. Bertha Garcia

"We welcome these continuing conversations," said Shepard, noting that all of the 13 newly suggested action items align with the ARWG's 23 recommendations. "This kind of dialogue will enrich our thinking and help hold Western accountable for taking significant and concrete steps forward."

The university also plans to include representatives from the alumni community on the equity council, to provide ongoing guidance and advice on equity, diversity and inclusion initiatives.

**"WE HAVE A FUNDAMENTAL RESPONSIBILITY TO CREATE A BETTER AND MORE JUST WORLD."**

As President Shepard looks to the future for Western, he reflected again on the harm caused in the past, in particular the work of former Western researcher Philippe Rushton.

"As my colleagues in our psychology department recently acknowledged, 'Rushton's legacy shows that the impact of flawed science lingers on' and continues to be used by white supremacists despite

'deeply flawed assumptions and methodologies'. Once again, I want to apologize for the profound harm this has caused, and continues to cause, in our community and beyond," said Shepard.

"We have a fundamental responsibility to create a better and more just world. I am grateful that Western has an engaged community ready to help us make the university stronger. These conversations are more important now than ever before." ■

**Subject:** Land acknowledgements

**Date:** Friday, October 30, 2020 at 11:01:37 AM Eastern Daylight Time

**From:**

**To:** UR-President-TaskForce

**CC:**

Dear Dr. Montgomery (and Task Force members),

I have been approached by several people within our College about adopting a land acknowledgement. While we are delighted to consider this within our College, it occurred to our College's administrative team that the Task Force might consider recommending a university-wide one. A university-wide land acknowledgement could leverage the vast resources of this university, including existing land acknowledgements already prepared with care and research by units within FSU. A university-wide statement could then be adopted by units and individuals on campus, ensuring consistency throughout the university.

Thank you for your consideration.

FSU Football 90-94'  
Member of National Championship Team 93'  
Team Captain 1994'  
B.S. Political Science, FSU 93'  
M.S. ISS/Public Administration, FSU 95'  
Ph. D. The Chicago School of Professional Psychology, Organizational Leadership, 15'

November 1, 2020

President Thrasher's Task Force on Anti-Racism, Equity & Inclusion  
Sub Committee on Historical Legacy

Dear Committee Members:

On June 19, 2020, I started a petition to have the stadium's name changed, which caught the attention of national and international media. Media outlets such as USAToday, ESPN, Newsweek, Bleacher Report, Fox News, CBS Sports, MSN, Yahoo sports, etc.

The petition's goal was to permanently remove the name of Doak Campbell from FSUs football stadium based on his **actions** that corresponded with his views as a segregationist. According to President Thrasher, he wanted to know if he [Dr. Doak Campbell] resisted integration. It is clear from the archived evidence that he not only resisted integration, but he used his authority as a sitting President to silence some and even expel a student who had contrarian views to segregation. It is also clear, that his views stretched beyond that of a segregationist in that by his own words and actions, he believed like many that integration was against the tenets of God. I find this to be the most egregious.

**#1 Objection- He was a man of his times.** In 1957, according to NewsWeek, Doak Campbell expelled a student, John Boardman for bringing three black students to a party and attending meetings that discussed desegregation even when these meetings were off-campus and at Bethel Baptist Church. As reported in Newsweek, Campbell said, "If they were holding these mass meetings in a juke joint<sup>1</sup>, it certainly would simplify matters," Campbell said. "I would just put it off-limits." This is out of the book of not only a segregationist, but White supremacist ideology who believed that integration of the races was against the tenets of God. Dobratz (2001) states that this ideology of white identity teaches that Whites are God's chosen people.

According to proponents of and those who fought against integration on the basis of religion, Gilbert (1964) recounts a Southern Churchman who postulated that, "valid inferences may be drawn from the Old Testament in support of the general principle of segregation as an important feature of the divine purpose and providence throughout the ages...God gave the races racial integrity, and He intended it to be respected. Those who are trying to destroy racial integrity are fighting against the order of God's creation" (p. 14).

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<sup>1</sup> Dictionary.com defines a Juke Joint as an establishment where one can eat, drink, and usually, dance to music provided by a jukebox.

Therefore, when Dr. Campbell stated that the meeting between blacks and whites in a church who spoke out against not only was unjust but was law, complicated matters – his views of blacks as a segregationist are rather clear and evident.

The expulsing of John Boardman in **1957** was a full three years after the **1954** ruling on segregation. Campbell used his position and abused his power as a University school President to deny an education to someone who congregated with black students at a church.

After he expelled Boardman, he deafened his position saying, “racial tension had cooled down”. So, instead of going after the agitators, Campbell went after those who were speaking and gathering peacefully against segregation. This was no way to govern.

According to published article by the Tampa Bay Times, Dr. Campbell also appeared to discourage FSU’s newspaper for writing in support of integration and ending bus segregation.

FSU has always espoused a theory of diversity and inclusion, in this case, since we now know we should seek to change. It is not a sin to have a stain on our University. I contend that the sin would be to know it and not do anything about it. I urge the Task Force and the sub-committee to do its part and recommend that the name is changed, not based on emotion, but based on the facts.

The University removed Francis Eppes statute, and he was definitely a man of his times. There is no difference here, only that we cannot remove a stadium -we have to remove the name.

**2. Objection Everyone is Flawed.** This is true, but some flaws are more egregious than others. The University has already acknowledged this in the way of removing the Francis Eppes statute. A committee also recommended the removal of BK Robert's name from the Law School. For a school that espouses diversity, a flaw such as this cannot be overlooked or swept under a rug under the guise of a simple mistake.

More importantly, it does not have to be a zero-sum decision to remove his name from the University. The committee should compromise with the wishes of almost 5k people who have signed the petition and the many students who have requested this action. Dr. Campbell’s name can go on a plaque at the President’s office, but it should not be on the stadium where the majority of players who represent the University are black.

The only resistance, if any, has been a few people who watch football or show up for tail-gating on Saturdays 5 or 6 days out of the year. The consensus and strongest argument for keeping the name is that it has always been that way or some feeling of nostalgia. However, the people who are impacted the most are the students, who are overwhelmingly in favor of the removal of the name. Many former players have also spoken out in support of the name change, as well. The voices of students and former players should be heard in this matter.

Many other schools have already taken bold steps to remove names like Texas, who used this model of renaming their field, Princeton University, Queens University, Clemson University, and the University of North Carolina to name a few colleges and Universities. UNC’s Chapel Hill chancellor Kevin Guskiewicz and Richard Stevens, chair of the Board of Trustees said, “We are living in a world where change should be fueled by a desire to create and embrace a more inclusive world, not resisted by fear,” the statement said. “Today, we are sending a clear message to the Carolina Community that we will reconcile our past and create a future that reflects the inclusivity and equality that our nation and the world deserve and demand.”

Regardless of the decision or recommendation the committee makes – it will be historic and written in the archives forever. It will also gain national attention. I would implore the committee to be on the right side of history this time- because Doak was on the wrong side of history. I urge the sub-committee and subsequently the Task Force- to not allow their kids and grandkids to have to defend their names as members of this sub-committee who did not do the right thing as Doak's kids are having to do for him at this time.

I conclude that the name of Doak Campbell should not be the face of the University where 75-85% of the players are black. His name represents too much of our torrid depraved past to remain.

Some of the responses from the petition includes:

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*While tradition is important to Seminoles— new traditions with inclusive backgrounds do not raise blacks above whites. Instead, they create more stepping stones into equality. While there is a legacy at Doak, a name with such history should not be glorified as such. - Becca*

*As an alumni and contributor to the institution, it is my hope all images and reference aligned with it are inclusive. For all his contributions, it was clear Mr. Campbell did not share that belief. – Charlie*

*I feel out of respect for the Players that enter that field and the fans, regardless of ethnicity... it should have a welcoming and inclusive effect on everyone. – Lisa*

*I have attended many games at that stadium and now knowing the history of the name, it's time for change. – Nicole*

*No racist should be celebrated or have the privilege of having anything named after them in today's society. As Dr. Scott alluded to, many black players play in this stadium and carry the program, so the name should be inclusive and respectful to them. – Ryan*

*I went to Florida State, I don't want a big part of our university experience and pride to be a reminder of hateful and exclusionary race practices. It's time we remove this man's name from our campus. -Courtney*

*I am a proud FSU Alum and had no idea Campbell was so racist. Wow. There is NO way this stadium, or Florida State University for that matter, can keep this name the way it is. What a terrible legacy to promote. I agree the stadium and field should be renamed immediately. - Matthew*

*Please see archived attachments below.*

*Sincerely,*

### References

- Gilbert, A. (1964) 3. Biblical teaching about race relations - an old testament perspective, *Religious Education*, 59:1, 14-17, DOI: [10.1080/0034408640590105](https://doi.org/10.1080/0034408640590105).
- Dobratz, B. A. (2001). The Role of Religion in the Collective Identity of the White Racist Movement. *Journal for the Scientific Study of Religion*, 40(2), 287–301

Box 451  
Florida State U.  
January 27, 1957

Dr. Donk S. Campbell  
President  
Florida State University  
Tallahassee, Florida



Dear Sir:

I find that I can not understand the university's action of yesterday barring Mr. John Boardman from registering for the next semester. It has saddened me deeply for I am proud of my university and my home state of Florida. I feel that yesterday was a sad day for the University and for the goals which a university seeks to attain.

Ever since I have been old enough to remember, I have been taught what a wonderful country America is, and how our Constitution guards these liberties which our fore-fathers died to win and which many students in this university gave over the years of their life to preserve. In church I have been taught that all men are children of God and that all men are equally important in His sight. Now hypocrisy! It seems that I had to come to Florida State University to learn the truth. Here I'm told, "We don't really believe in freedom of speech or freedom of assembly. That's just something we tell the outside world. You play the game our way or we won't deal with you." This is the result of all my education.

As to Mr. Boardman's inviting three foreign

students from the A & M College to a Christmas party on this campus. I fail to see any harm from this action that would justify Mr. Boardman's dismissal. It seems to me that he acted in the spirit of Christmas and in the interests of showing his fellow men a little kindness.

To me, sir, it appears that the University has violated the spirit, if not the letter, of the United States Constitution, and has given the concepts of "justice" and "right" a new hollow sound.

I just can not understand the University's action.

Yours very truly,

*Bradley Cannon*  
Bradley Cannon





DUVAL COUNTY  
FEDERATION FOR CONSTITUTIONAL GOVERNMENT  
Dedicated to the preservation of individual liberty, free enterprise and state sovereignty.

MEMPHIS, TENNESSEE  
11th Street, Suite 104

January 28, 1997

TO: [List of names]

FROM: [List of names]

Dr. Jack H. Campbell, President  
Florida State University  
Tallahassee, Florida

Dear Dr. Campbell:

I want to congratulate you on the action taken to bar  
Dunham from a second term as FSC.

I note Dunham stated Dr. Gately would give him a  
second chance if he pleased to end the intervention.  
I trust that this was untrue as otherwise  
this fellow is a troublemaker.

I think it is the opinion of the great majority of  
the people of Florida that intervention is justified  
in our schools and universities.

Very truly yours,

*James Gately*  
James Gately

Office



1-30-57

Mr Campbell:

Ym rate high in the eyes  
of southern people because of your  
refusal to let Boardman enroll for  
the semester beginning Feb 1-57. Why doesn't  
he enroll at A & M, then he would be  
at home. Also he can take with him  
for Spagne another trouble maker. Let  
them go with the negroes if they desire.  
Are the grades of Spagne & Boardman so  
high that they couldn't be called into  
the army for duty? Could that be checked.

Ym did a great thing - it is really  
disgusting to even think niggers have been  
on the campus when there are white girls. He

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February 26, 1917

Mr. Eugene W. McElroy  
Box 111  
Bellevue, Oklahoma

Dear Mr. McElroy:

Thank you for your letter in which you enclose a copy  
of a newspaper clipping which has been sent me under  
wrongly through-out the country. I have received very  
few letters of general interest in this state and have  
received a number of letters from persons who, like  
yourself, have analyzed the situation properly.

The racial tension has cooled down considerably here  
and has improved greatly since December, 1915.

With best wishes, I am,

Sincerely yours,

Druid S. Campbell  
President

DS:Camp

[illegible]