

**SENATE SPECIAL MEETING
CONSOLIDATED AGENDA**

MONDAY June 10, 2024

3:00 – 4:30 P.M. EST

NH 3407 / Zoom

[Governing Documents and Resources](#)

TIMING	AGENDA ITEM	PAGE	ACTION
	OPEN SESSION		
3:00 p.m.	1. Conflict of Interest	Oral	Declaration
	2. Approval of the Agenda To approve the agenda as presented/amended.	Oral	Decision
	3. Report - Senate Executive Committee a. Addressing Request for Special Meeting of Senate	3	Information
	4. Communications to Senate a. South West Ontario Chapter, Jewish Faculty Network b. UW Department of Communication Arts	19 21	Information Information
	5. Report of the President a. Report to Senate on Actions to Address Issues Raised on Investments and Partnerships	23	Information
	6. Motions for Discussion a. Motion 1 - Regarding Investment Disclosure b. Motion 2 - Regarding Institutional Partnerships c. Motion 3 - Regarding ESG Investing Factors	29	Discussion/Decision
	7. Addenda - Additional Communications to Senate, in order received a. Dvir Zagury, undergraduate student b. Network of Engaged Canadian Academics c. David Simakov, faculty member d. Letter from A. Cohen - President, Hebrew University of Jerusalem e. Letter from U. Sivan - President, Technion f. B'nai Brith Canada g. Nicholas Joseph, undergraduate student h. David Simakov, faculty member	31 33 37 47 53 57 59 81	
	8. Other Business		

TIMING	AGENDA ITEM	PAGE	ACTION
	<p>9. Adjournment</p> <p><i>*A 15-minute break will follow the meeting. The regularly scheduled Senate meeting will begin at 4:45 p.m.</i></p>		

June 3, 2024
(consolidated version - June 10, 2024)

Mike Grivicic
Associate University Secretary to
Senate

Senate Executive Committee

For Information

Open Session

To: Senate

Sponsor/Presenter: Senate Executive Committee
Contact Information: senate@uwaterloo.ca

Date of Meeting: June 10, 2024

Agenda Item Identification: **##. Report - Senate Executive Committee**
a. Addressing Request for Special Meeting of Senate

Summary:

On Friday, May 24, 2024, the University Secretary received a request for a special meeting of Senate.

The request and accompanying submission was reviewed to confirm it was put forward appropriately under Senate Bylaw 1, section 3.04(a)(ii).

The meeting was requested “in response to increasing tensions on campus and in order to discuss concerns raised by students, faculty, and staff, regarding the university’s investments and partnerships with certain institutions.”

The Senate Executive Committee has responsibility to prepare the agenda for all regular and special meetings of Senate, pursuant to Senate Bylaw 2, section 1.04(c). Senate Executive Committee considered the request for the special meeting along with the accompanying documentation, at its regularly scheduled meeting on Tuesday May 28, 2024.

The committee undertook to review the material submitted for the proposed meeting, with scrutiny and examination for completeness in the submission, as is undertaken for all prospective items of Senate business and in its preparation of the Senate agenda.

Committee Discussion:

The Committee reviewed and discussed the following as part of its consideration of the special meeting request:

- That the request for a special meeting was submitted appropriately and in accordance with Senate bylaws
- Logistical considerations for the special meeting, including extension of the time held for the June 10, 2024 regular Senate meeting and moving some items to a future meeting or the consent agenda to provide sufficient time for the special meeting and to debate the matters proposed for discussion
- The proposed regular Senate meeting agenda, including the planned President’s Report to address matters raised at recent meetings of Senate
- The materials submitted with the request for the special meeting, including draft reports for Senate consideration

The University Secretary provided a brief overview and reminder of the powers assigned to the Senate and Board of Governors, respectively, through the *University of Waterloo Act, 1972* (the “Act”), including:

- The relative powers allocated to the Board of Governors and the Senate by the *Act*
 - The Senate is primarily empowered to establish the educational policies of the University, and may make recommendations to the Board of Governors with respect to any matter relative to the operations of the University
 - The Board of Governors has general authority to govern the University with the exception of matters assigned to Senate by the *Act*; this general authority encompasses power related to the University’s investment funds
 - Senate does not have authority over specific institutional partnerships though it may have a role in establishing related policies in the context of research or academic partnerships
- An assessment that one of the draft reports and associated motion would not have force and as written is *ultra vires* and would pose a governance risk to Senate in attempting to go beyond its legal power and authority (details on this assessment are included below)
- An explanation of the role of the committee in setting the agenda for the requested special meeting, including review the submitted material for completeness and in the context of Senate’s specific powers as provided in the UW Act

The President provided an overview of the planned update for Senate, specifically with regard to questions raised at recent Senate meetings and as a follow-up to the communication issued on May 9, following the May 6, 2024 Senate meeting, including:

- There has been considerable dialogue on our campus multiple with meaningful engagements, including at meetings of Senate and the Board of Governors, on the issues of concern that have been raised
- The University has already made commitments to work towards addressing the important questions that have been raised
- Plans for a Task Force on Institutional Partnerships, following the commitment made at the May Senate meeting, which would include an environmental scan of leading practices, substantial consultation within the campus community and developing guidelines on such partnerships, with that work to be informed by the outcomes of the Task Force on Free Expression and augmented by existing best practices for assessing institutional partnerships (including Policy 7 on Gift Acceptance); it is proposed that the Task Force be struck in June 2024, with work to commence immediately and a final report by the end of calendar year 2024
- Plans for a Task Force on Social Responsibility in Investing – with the Board of Governors having previously approved the integration of environmental, social and governance (ESG) factors into the formal decision making around University investments, it was observed that much of the focus at that time was on the environmental dimensions and that there is a basis to revisit the ESG commitment in the context of enhancing the social factors including impact on human rights, social justice, equity, diversity, and inclusion; it is proposed that the Task Force be struck in June 2024, with work to commence immediately and a final report by the end of calendar year 2024
- Disclosure of investments –the Board’s Finance & Investment Committee has agreed to a proposal that the University transparently disclose all of its direct holdings, passive and active pooled investment funds.

The committee considered the aforementioned information in parallel with the documentation submitted with the request for the special meeting, and in so doing observed and discussed:

- Not all of the signatories to the special meeting request are necessarily in favour of the reports and motions as written, but some of the signatories feel that the issue requires some definitive discussion and resolution at Senate. Three of the signatories are members of the Senate Executive Committee.
- Adapting submitted motions to craft language that Senate may consider in potentially making recommendations to the Board of Governors

- It would not be appropriate for Senate to scrutinize partnerships with individual institutions, particularly in the absence of a framework or principles to inform such a debate
- In prospectively scrutinizing any partnership, it would be important to inventory the potential impacts of deciding to sever a partnership (e.g. impacts on faculty and students, costs to the institution, opportunities/benefits that would be forgone) and to understand what information is needed to be able to fully assess a given partnership
- Bringing forward a framework to evaluate partnerships will be helpful and will show that Senate earnestly wants to address these matters
- Engagement via task force and extending consultation within the campus community will mobilize the University community and drive engagement
- Bringing forward the reports and motions as submitted would not provide a balanced view of the matters under consideration, and there would potentially be alternative viewpoints or additional points that could be considered which may not be in agreement with those provided in the submissions
- Currently the law sets the boundaries that the University imposes on partnerships (e.g. countries that Canada has sanctioned). The University would need to take additional steps to enunciate its own principles to augment legal requirements
- Quarterly reporting for investment disclosures is unlikely to be feasible, and annual disclosures would be practical as the University's investment holding period is on the order of years

Following the committee's discussion, members arrived at a consensus:

- The special meeting will be held on June 10, the same day as the upcoming regularly scheduled meeting
- The special meeting will start at 3:00 p.m. and run for 90 minutes to 4:30 p.m., to be followed by a 15 minute break, and thereafter to be followed by the regular Senate meeting
- The agenda of the special meeting will include:
 - A written report from the committee on the handling of the special request, with detail on the points of consideration that were facilitated to the committee to provide sufficient context for Senate's consideration of the items
 - Report from the President as planned for the regular Senate meeting, given it is germane to the purpose of the meeting as requested
 - Motions amended from those put forth by the signatories to the request for the special meeting, with the amendments to be congruent with Senate's mandate. The Secretariat will liaise with the proponent to amend the motion wording in congruence with the consensus view of committee members

Based on the above, the Committee approved the special meeting agenda, and amendments to the main meeting agenda, subject to final review prior to issue.

Jurisdictional Information:

The general Senate jurisdiction is described in the *Act*:

Powers of the Senate

22. The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University...

The general jurisdiction of the Board of Governors is described in the *Act*:

Powers of the Board of Governors

14(1) The government of the University and the control of its property and revenues, the conduct of its business and affairs, save with respect to such matters as are assigned by this Act to the Senate, shall be vested in the Board of Governors and the Board of Governors shall have all powers necessary or convenient to perform its duties and to achieve the objects of the University...

Written requests for a special meeting of Senate are provided for under Senate Bylaw 1, section 3.04(a):

Special meetings

a. Special meetings of Senate shall be called by one of the following:

...

ii. The secretary of Senate, upon receipt by the secretary of a written request for such meeting signed by at least twenty (20) members of Senate, with such request to state the reason for calling the special meeting.

The responsibility for preparation of the agenda for any special meeting of Senate resides within the mandate of Senate Executive Committee, under Senate Bylaw 2, section 1.04(c):

1.04. Powers and duties of Executive Committee

The Executive Committee shall have the following powers and duties:

...

c. To prepare the agenda for all regular and special meetings of Senate.

Governance Path:

- Secretariat receipt of request for special meeting – May 24, 2024
- Senate Executive Committee – May 28, 2024 and May 31, 2024
- Senate – June 10, 2024

Documentation Provided:

- Attachment A, Original submission to request special meeting of Senate

Request for a Special Meeting of Senate

The University of Waterloo Senate Bylaw 1, section 3.04, specifies that the secretary of Senate will call for a special meeting of Senate upon receipt of a written request for such a meeting, signed by at least 20 members of Senate, and with that request providing a reason for such a special meeting.

In accordance with Bylaw 1, section 3.04, we formally present this request for a special meeting of Senate in response to increasing tensions on campus and in order to discuss concerns raised by students, faculty, and staff, regarding the university's investments and partnerships with certain institutions. Given the urgent nature of this request, we expect that this meeting take place by Friday, May 31st, 2024.

Attached to the request will be the following motions:

Motion to disclose investments

Motion to terminate the agreement with Technion:

Motion to recommend adherence to values in investments:

Please note that these motions are drafts, and may be edited or amended if procedural or governance inconsistencies are identified in their current content.

Do you agree that you have read and understood the above documents and request for a special meeting of Senate?	
Do you additionally agree that agreeing to this question will be considered an <i>electronic signature</i> , and thus is the legal equivalent of your manual/handwritten signature on this request?	
Full name	
Rida Sayed	Yes
Bilal Ahmed	Yes
Nasser Mohieddin Abukhdeir	Yes
James Nugent	Yes
James Skidmore	Yes
Everett Avison Patterson	Yes
Nicholas PFEIFLE	Yes
Katie Traynor	Yes
Neil Randall	Yes
Shana MacDonald	Yes
Nicholas Pellegrino	Yes
Andrew Bradley Chang	Yes
Asher Scaini	Yes
David Porreca	Yes
Wendy Fletcher	Yes
Neela Hassan	Yes
Veronica Kitchen	Yes
Nadine Ibrahim	Yes
Christopher Nielsen	Yes
Rob Gorbet	Yes
Stephanie Maaz	Yes

NB: text of request drawn from <https://forms.office.com/r/wU9Fa8fngH>

To: Senate

Sponsor:

Presenter:

Contact Information:

Date of Meeting:

Agenda Item Identification:

Recommendation/Motion:

That Senate recommend that the Board of Governors disclose a quarterly comprehensive report of all investments and holdings in an open session of the Board of Governors or one of its committees as appropriate, with the first report being issued no later than the first quarter of 2025.

Summary:

Senate endorsed a Values Statement on May 6, 2024 and recommended the Board of Governors approve that Values Statement. The Values Statement affirmed that the University of Waterloo has a responsibility to create an environment that fosters trust, accountability, and foresight. To foster accountability, the University of Waterloo must disclose a report of all its investments and holdings. This takes inspiration from similar commitments made by the Ontario Tech University and other Canadian post-secondary institutions such as [Mount Allison University](#).

Jurisdictional Information:

This item is being submitted to Senate in accordance with the University of Waterloo Act, section 22: “The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University...”

Governance Path:

1. Discussion in the Senate (April 8, 2024)
2. Discussion in the Senate (May 6, 2024)
3. Senate - (INSERT DATE HERE)
4. Board of Governors - June 18, 2024

Next Steps:

The President will bring this recommendation to the Board of Governors no later than the June 18, 2024 Board of Governors' meeting.

Documentation Provided:

- Pro-Palestinian Student-led Encampment Final Agreement with Ontario Tech University signed on May 19th, 2024

To: Senate

Sponsor:

Presenter:

Contact Information:

Date of Meeting:

Agenda Item Identification:

Recommendation/Motion:

The University of Waterloo immediately terminate all partnership agreements, including the Strategic Research Partnership signed on 19/05/2021, with Technion Israel Institute of Technology

Summary:

The University of Waterloo and Technion Israel Institute of Technology (“Technion”) signed a Strategic Research Partnership Agreement (“Agreement”) on May 19, 2021 that is effective for five years and may be terminated at any time.

Technion’s ties to the Israeli military, detailed in the attached document, constitute a reputational risk to the University of Waterloo. This reputational risk stems from Technion’s ties and systemic support for the Israeli government’s ongoing war against Palestinians and international calls for an arms embargo on Israel:

- On April 5th of 2024, The United Nations Human Rights Council voted in favor of a motion that “called upon all States to cease the sale, transfer and diversion of arms, munitions and other military equipment to Israel and requested the Independent International Commission of Inquiry on the occupied Palestinian territory, including East Jerusalem, and Israel to report on both the direct and indirect transfer or sale of arms, munitions, parts, components and dual use items to Israel”
- On February 23rd of 2024, UN Experts warned “Any transfer of weapons or ammunition to Israel that would be used in Gaza is likely to violate international humanitarian law and must cease immediately.”
- On March 26th of 2024, UN Special Rapporteur Francesca Albanese issued a report titled “Anatomy of a Genocide”. The report concludes that there are reasonable grounds to believe that the threshold indicating Israel’s commission of genocide is met. The Special Rapporteur recommended the implementation of an immediate arms embargo on Israel.

- On March 28th of 2024, The Canadian Parliament passed a parliamentary motion that called on Canada to “cease the further authorization and transfer of arms exports to Israel to ensure compliance with Canada’s arms export regime.”

Jurisdictional Information:

This item is being submitted to Senate in accordance with the University of Waterloo Act, section 22.(1): “The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University and without restricting the generality of the foregoing, this includes the power...”

“(1) to consider and to recommend to the Board of Governors the federation or affiliation of the University with any college for teaching any branch of learning;”

Governance Path:

1. Discussion in the Senate (April 8, 2024)
2. Discussion in the Senate (May 6, 2024)
3. Senate - (INSERT DATE HERE)
4. Board of Governors - June 18, 2024

Highlights/Rationale:

Students at the University of Waterloo have called on the University of Waterloo to terminate its partnership with Technion. Students have done so through:

- Student emails to the university administration that include this as a demand:
 - a. Roughly 300 emails were sent in an email campaign titled “Condemn the Murder of UWaterloo Guest Scholar”. The statement of the email was endorsed by the following 16 official student groups: UW Voices for Palestine, UW Muslim Students’ Association, Orphan Sponsorship Program, The Islamic Information Center of the University of Waterloo, UW Somali Student Association, UW African Student Association, National Society of Black Engineers UW, UW Indigenous Student Association, Waterloo Sudanese Student Association, Black Association for Student Expression UW, Waterloo Arab Student Association, UW Climate Justice Ecosystem, Thaqalayn Muslim Association, UW Pakistani Students’ Association, UWaterloo Chai and Verse, QTPOC KW. (December 11, 2023)
 - b. Roughly 400 emails were sent through an email campaign titled “Condemn the Genocide”. The statement of the email was endorsed by the following 7 official student groups: UW African Student Association, Black Association for Student Expression UW, UW Somali Student Association, UW Voices for Palestine, Thaqalayn Muslim Association, UW Climate Justice Ecosystem, UW Indigenous Student Association. (November 7th, 2023)
 - c. 2750+ emails sent through an email campaign titled “University of Waterloo Students Support The Encampment!”. (May 19th, 2024)

- Students have set up an encampment on the Waterloo Campus on May 13th, 2024 and included this as a demand
- Petition signed by 3000 UW Undergraduate students demanding the University of Waterloo sever ties with Technion

Next Steps:

The Partnership Coordinator, the Director of Global Research and Strategic Alliance, will send a notice to Technion that the University of Waterloo has decided to terminate the Strategic Research Partnership Agreement and any other partnership agreements that may exist.

Documentation Provided:

- Strategic Research Partnership Agreement between Technion and the University of Waterloo
- Technion Israel Institute of Technology (“Technion”) affiliation with the Israeli Military

Technion Israel Institute of Technology (“Technion”) affiliation with the Israeli military

The senior administration and management of Technion has formal and sustained relationships with the Israeli military; members of Technion senior management have, and still are, serving in the Israeli military, and several of them have affiliations with the military that have lasted long after they have retired from service including, but not limited to:

- Uri Sivan, President, was a pilot in the Israeli Air Force.
- Boaz Golany, Vice President External Relations and Resource Development, served in active and reservist units of the Israeli military. He retired as a Lieutenant Colonel. He currently serves as liaison for the Strategic Research Partnership Agreement that currently exists with the University of Waterloo.
- His research focus includes “resource allocation in counterterrorism and homeland security issues”. He is also UW’s liaison at Technion.
- Noam Adir, Executive Vice President for Research, spent three and a half years in the Israeli military and was discharged as a first lieutenant. He is still an active reserve officer (major) in an infantry brigade.
- Rafi Aviram, Executive Vice President and Director General, retired from the Israeli Defense Forces (IDF) with the rank of Colonel after a long commanding service. He served as the Managing Director of the Friends of the IDF (FIDF) organization in the United States.

Currently, 3000 Technion students and staff are deployed as part of the Israeli military in “Operation Swords of Iron”. In a statement issued by Technion, they described this as: “nearly 3,000 Technion students responded to the urgent call from the army and have been serving in the IDF reserves ever since. Some of them drove tanks in the harshest conditions in Gaza and the North, others operated the Iron Dome and other sophisticated air defense systems, while others assisted in logistics and classified operations.”

Technion has issued several statements in support of these student soldiers. In one of those statements, Technion President Uri Sivan said “It’s important that each and every one of them [Technion students deployed in Gaza] knows that the entire Technion community is mobilized and harnessed for their sake.” He added “We are very proud of you, our reserve soldiers, we trust you and look forward to your safe return home.”

Technion has committed to materially support the student soldiers. To each student currently deployed in the Israeli military, Technion has committed:

- 6,000 NIS [approximately \$2,200 CAD] in financial assistance provided as a grant
- Full exemption from rent payment for October and November for reserve soldier students residing in dormitories and their spouses
- \$25,000 CAD in financing extensions of fellowships for graduate students
- Special financial assistance for reserve soldier students and their families (in addition to deferring tuition payments and continuation of fellowships for graduate degrees)
- A special package of academic exemptions for students serving in the reserves

Furthermore, Technion's affiliation with the Israeli military extends to deep and longstanding partnerships with Israeli weapons manufacturers. In collaboration with Technion, these weapons companies research, develop, and manufacture weapons that support and enable the Israeli military. Two of the biggest Israeli weapons manufacturers are Elbit Systems Ltd. and Rafael Advanced Defense Systems; these companies have produced armored vehicles, drones, machine guns, targeting systems, surveillance systems, missiles, and other equipment for the Israeli military. Technion's partnerships with these weapons manufacturers include:

- Elbit Systems Ltd. and Technion signed a joint research agreement in the field of vision systems in 2008. Elbit Systems awarded research grants for a five year span, to selected Technion researchers. This partnership has resulted in the development of electronic detection devices and drones.
- Joseph Ackerman, Elbit Systems' President and CEO has said "Elbit Systems is proud to be an active partner in advancing the research activity performed at the Technion".
- Hocherman-Frommer, the executive vice president for research and development at Rafael Systems advertised Rafael Systems' partnership with Technion. In a statement published in 2024, Hocherman-Frommer confirms "There are several collaborative programs with the Technion from teaching and student employment to collaboration in research. [Rafael Systems] send employees to the University to do research and the Technion sends students to do their degrees at Rafael. In some cases, employees are getting degrees from the Technion while doing their research at Rafael's facilities."

Moreover, research conducted at Technion has developed new equipment for the Israeli military. Technion helped develop the D9 remote controlled bulldozer, which is actively being used by the Israeli military in Gaza. A subsidiary of Technion, Electro-Optics Research & Development, developed a weapon called "The Scream" for the Israeli military; "The Scream" emits sounds that are unbearable to human ears.

To: **Senate**

Sponsor:

Presenter:

Contact Information:

Date of Meeting:

Agenda Item Identification:

Recommendation/Motion:

That Senate recommend that the Board of Governors implement demilitarization and decolonization both in general and in Palestine in particular as priority areas among Environment, Social, and Governance factors (“ESG factors”) requiring focused investment attention relating to its impact on the financial performance of investments; and,

That Senate recommend that the Board of Governors provide an annual update of its progress towards these goals in an open session of the Board of Governors or one of its committees as appropriate, with the first update being no later than a year from the date of this motion.

Summary:

Senate endorsed a Values Statement on May 6, 2024 and recommended the Board of Governors approve that Values Statement. The Values Statement included the imperative of embracing decolonization, Indigenization, inclusivity, equity, anti-oppression, and antiracism. The University of Waterloo’s investment decisions should reflect the University of Waterloo Values Statement.

Any association between the University of Waterloo and companies involved in arms manufacturing and delivery and/or benefitting from military action in Palestine or elsewhere constitutes a reputational risk to the University of Waterloo. Other Universities in the region have identified this risk and initiated similar stances, this includes Ontario Tech University.

This reputational risk is evident in the International Court of Justice provisional ruling on January 26, 2024, that found that Israel and the Israeli military is plausibly committing a genocide. This reputational risk is exacerbated by the following calls for an arms embargo on Israel:

- On April 5th of 2024, The United Nations Human Rights Council voted in favor of a motion that “called upon all States to cease the sale, transfer and diversion of arms, munitions and other military equipment to Israel and requested the Independent

International Commission of Inquiry on the occupied Palestinian territory, including East Jerusalem, and Israel to report on both the direct and indirect transfer or sale of arms, munitions, parts, components and dual-use items to Israel.”

- On February 23rd of 2024, UN Experts warned “Any transfer of weapons or ammunition to Israel that would be used in Gaza is likely to violate international humanitarian law and must cease immediately.”
- On March 26th of 2024, UN Special Rapporteur Francesca Albanese issued a report titled “Anatomy of a Genocide”. The report concludes that there are reasonable grounds to believe that the threshold indicating Israel’s commission of genocide is met. The Special Rapporteur recommended the implementation of an immediate arms embargo on Israel.
- On March 28th of 2024, The Canadian Parliament passed a parliamentary motion that called on Canada to “cease the further authorization and transfer of arms exports to Israel to ensure compliance with Canada’s arms export regime.”

Jurisdictional Information:

This item is being submitted to Senate in accordance with the University of Waterloo Act, section 22: “The Senate has the power to establish the educational policies of the University and to make recommendations to the Board of Governors with respect to any matter relative to the operation of the University...”

Governance Path:

1. Discussion in the Senate (April 8, 2024)
2. Discussion in the Senate (May 6, 2024)
3. Senate - (INSERT DATE HERE)
4. Board of Governors - June 18, 2024

Highlights/Rationale:

The Board of Governors and its committees apply ESG factors as part of investment decision making processes. In June 2021, the Board of Governors affirmed climate change mitigation as a priority area among ESG factors requiring focused investment attention relating to its impact on the financial performance of investments. The Board also recognized that further consideration is required relating to other ESG factors such as social justice, equity, diversity and inclusion and their potential consequential impact on investment risk and reward.

Students at the University of Waterloo have called on the University of Waterloo to divest from weapons manufacturers and companies benefiting from military action in Palestine. Students have done so through:

- Student emails to the university administration that include this as a demand:
 - a. 300 emails sent through an email campaign titled “Condemn the Murder of UWaterloo Guest Scholar”. The statement of the email was endorsed by the following 16 official student groups: UW Voices for Palestine, UW Muslim Students’ Association, Orphan Sponsorship Program, The Islamic Information Center of the University of Waterloo, UW Somali Student Association, UW

African Student Association, National Society of Black Engineers UW, UW Indigenous Student Association, Waterloo Sudanese Student Association, Black Association for Student Expression UW, Waterloo Arab Student Association, UW Climate Justice Ecosystem, Thaḡalayn Muslim Association, UW Pakistani Students' Association, UWaterloo Chai and Verse, QTPOC KW. (December 11, 2023)

- b. 400 emails sent through an email campaign titled "Condemn the Genocide". The statement of the email was endorsed by the following 7 official student groups: UW African Student Association, Black Association for Student Expression UW, UW Somali Student Association, UW Voices for Palestine, Thaḡalayn Muslim Association, UW Climate Justice Ecosystem, UW Indigenous Student Association. (November 7th, 2023)
 - c. 2751 emails sent through an email campaign titled "University of Waterloo Students Support The Encampment!". (May 19th, 2024)
- Students have set up an encampment on the Waterloo Campus on May 13th, 2024 and included this as a demand

Next Steps:

The President will bring this recommendation to the Board of Governors no later than the June 18, 2024 Board of Governors' meeting.

Documentation Provided:

- Pro-Palestinian Student-led Encampment Final Agreement with Ontario Tech University signed on May 19th, 2024
- University of Waterloo Responsible Investment Policy effective on April 4, 2023
- University of Waterloo Values Statement endorsed by Senate on May 6, 2024

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May 22, 2024

Dear University of Waterloo Senate,

As members of the South West Ontario Chapter of the Jewish Faculty Network, we write in support of the students who have brought motions to: 1) terminate the University of Waterloo's partnership agreements with the Technion Israel Institute of Technology and; 2) divest from, terminate, and establish policies related to weapons manufacturers and all organizations that supply military equipment to Israel.

The Jewish Faculty Network comprises Jewish faculty from universities and colleges across Canada who share a strong commitment to social justice in support of an ethical life, whether defined through religious observance or secular action. Our growing chapter in southwestern Ontario includes faculty at the University of Waterloo, Wilfrid Laurier University, and the University of Windsor. Although we represent diverse backgrounds and affiliations, as Jewish academics, we feel compelled to reiterate that:

1. **There is nothing inherently antisemitic** about the proposed motions, or more broadly, about motions for boycott, divestment, and sanction. In affirming this, we draw on our own lived experiences with antisemitism, as well as scholarship that includes our own members' work on race and racism. As Larry Haiven notes in a report for Independent Jewish Voices, "The battle against anti-Semitism is vital, and is undermined whenever opposition to Israeli government policies is automatically branded as antisemitic."¹
2. These motions, and BDS more broadly, represent **legitimate, non-violent tactics** for protesting the Israeli state's genocide in Gaza, which includes scholasticide as one of its core features. President Goel affirmed the legacy of these tactics during his 2023 delegation to South Africa, noting "The opportunity to see first-hand where courageous leaders like Mandela made a stand against colonialism reinforced to me the level of effort, dedication and purpose needed to continue efforts towards decolonizing our institutions and society more generally."²

We are proud of the students who are doing what the University of Waterloo purports to teach them to do: to "understand and identify equitable and sustainable solutions for the future of humanity and our planet." We urge you to carefully consider their motions.

Sincerely,

¹ Larry Haiven, "Antisemitism in Context: Its use and abuse," Report for Independent Jewish Voices, October 26, 2019, https://www.ijvcanada.org/antisemitism-in-context-its-use-and-abuse-an-ijv-report/#_edn51.

² Sam Toman, "Reimagining International Partnerships, University of Waterloo News, February 2, 2024, <https://uwaterloo.ca/news/university-president/reimagining-international-partnerships>.

South West Chapter, Jewish Faculty Network

May 27, 2024

TO: Vivek Goel, UW President; James Rush, UW Provost; David Porreca, FAUW President; UW Faculty Senate; and FAUW Executive Board
FROM: UW Department of Communication Arts
RE: Support for UW Student Encampment Rights and Demands

The Department of Communication Arts stands against anti-Palestinian racism, antisemitism, Islamophobia, and all forms of systemic discrimination and violence. We recognize that all struggles for equality and liberation are connected. We believe that a better, more just and equitable, future is possible for all peoples. We believe these challenging conversations are essential for imagining and creating a better world.

Our Department's research and teaching is deeply invested in cultivating an imagination and practice for the public good, which includes mitigating the suffering of marginalized communities. Our definition of 'public good' also involves an enduring respect for education and the right to education. Therefore, we are deeply concerned about the human suffering in Gaza, the destruction of schools and universities in Gaza, and the infringement of academic freedom in regards to Palestine-oriented research and communication. We believe that everyone has the right to criticize governments, and this should not be conflated with a criticism of or attack on citizens or peoples. We call for an immediate ceasefire and for international law to be upheld and respected.

In recent weeks, we have watched as student encampments across North America have been met with extreme police violence. We are strongly opposed to this militant response by institutions and support students' right to peaceful protest. University of Waterloo students have recently begun their own encampment on campus as of Monday, May 13.

- We unequivocally support our students' right to free speech and assembly.
- We support their call for the University to disclose current investments and academic partnerships, to divest from companies named on the Boycott, Divestment, and Sanctions list, and to break ties with Israeli institutions that are complicit in apartheid and genocide.

This letter was approved by a supermajority of the thirty-one Communication Arts faculty and staff. It does not reflect the nuanced differences in the opinions and beliefs of all individuals affiliated with the Department and it cannot encompass all possible actions, expressions, and strategies in response to the ongoing crisis in Gaza.

Sincerely,

Department of Communication Arts
University of Waterloo



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To: Members of Senate
From: Vivek Goel, President & Vice-Chancellor
Date: Friday, May 31, 2024
Subject: **5(a) Report to Senate on Actions to Address Issues Raised on Investments and Partnerships**

Dear Senators,

What follows was going to be part of the President's report scheduled for the June 10th Senate meeting as a follow up to the May Senate questions raised about how Waterloo approaches investments and partnerships.

In light of issues raised with respect to the Special Senate meeting, it is presented here.

For several months, members of the University community have raised and discussed issues related to the ongoing situation in the Middle East. The University acknowledges the pain that members of this community are experiencing about what is happening in Gaza and Israel, and victims of armed conflict everywhere.

Following several months of student protest activity, representations to both the Board and Senate, and questions raised by members of both governance bodies, Senate was informed on May 6 (later shared in the Daily Bulletin on May 9) that the University would start work to review institutional investments in line with its responsible investment policy and within appropriate governance bodies, and that the University would review its approach to international partnerships.

This proposed work should build on the work of the Task Force on Freedom of Expression and Respectful Engagement which is set to report over the summer and consider the proposed institutional values.

The University will take three specific actions. It will:

- take steps to improve transparency on institutional investment portfolios by disclosing the names of direct investments and the investment manager and fund names for actively and passively managed pooled investment funds for the endowment and the registered pension plan;
- form a Task Force on Social Responsibility in Investing to review the University's Responsible Investment Policy and related policy framework with a lens on social factors including international human rights and diversity, equity and inclusion, as well as consideration of further disclosure practices and processes for the community to bring forward expressions of concern; and
- form a Task Force to review our current practices in establishing institutional partnerships and develop recommendations on a unified framework for principles for partnerships across all institutional portfolios that reflect Waterloo's values.



Further information on these actions follows. Invitations to participate in both task forces will be issued following the June 10th Senate meeting.

In addition to addressing the questions raised by the community, senators and board members, the University believes these actions are reasonable next steps to address the calls for action made by members of the current protest encampment. Senior administrators have been in dialogue with members of the encampment to inform them of this approach.

This approach is grounded in a drive to increase transparency and to center the voices of the whole community in the institution's actions. This builds on the models that have recently been used to create positive change at Waterloo including the President's Anti-Racism Taskforce and the Task Force on Freedom of Expression and Respectful Engagement.

Background on Waterloo's responsible investing approach

At the April 2024 Board meeting, there was a request for the Finance & Investment (F&I) Committee to review and provide an update to the Board of Governors on the ethics of the University's investments. This request came forward within the context of prior work conducted to review institutional investments.

In June 2021, the Board affirmed climate change mitigation as a priority area among Environmental, Social and Governance (ESG) factors requiring focused investment attention relating to its impact on the financial performance of investments. Through that work, the Board approved a carbon footprint reduction plan for the endowment and pension funds where progress is reviewed annually.

The Board approved the University's Responsible Investment Policy in 2022 which forms part of a broader responsible investing framework that includes ESG guiding principles and their application to University investments. This framework also uses the United Nations' Principles for Responsible Investment and the Responsible Investment Charter for Canadian Universities, to both of which the University is a signatory.

The Board also recognized that further consideration was required relating to other ESG factors such as social justice, equity, diversity and inclusion and their potential consequential impact on investment risk and reward. This was documented in the Responsible Investment Policy.

The Board and its Committees apply ESG factors as part of investment decision making processes and the decision to integrate ESG factors into investment decisions is based on the belief that this approach is expected to enhance the long-term value of the funds' portfolios and reduce the risk of loss. Furthermore, the University considers investment manager integration of ESG in selecting fund managers.

The F&I and the Pension Investment Committee (PIC), both committees of the Board of Governors, regularly discuss responsible investment matters. At the Fall 2023 retreat, F&I discussed ESG and future directions for responsible investing. In the March 2024 meetings, F&I and PIC considered the responsible investment action plan and progress on work on this plan. The Board and its Committees have a fiduciary responsibility with regards to the investments and must ensure that legal requirements are met.



Increasing transparency on investments

As a result of this ongoing focus on responsible investment practices, the administration recognizes that information on University investments is difficult to access and acknowledges that it does not currently disclose the investment holdings within endowment or pension funds in a way that is easily accessible.

As part of the commitment to be more transparent with details of investments, the F&I Committee on May 30 accepted a proposal that the University will undertake a process to transparently disclose the names of direct investments and the investment manager and fund names for actively and passively managed pooled investment funds for the endowment and the registered pension plan.

This effort to increase transparency is not the end of this work. As the majority of university investments are in institutional pooled funds managed by third-party investment managers, consideration of whether and how to approach disclosures of holdings within pooled funds is further work that the University will ask the Task Force proposed in the next section to consider.

Task Force on Social Responsibility in Investing

It is essential that efforts to increase transparency are systematic. Changes that the University community is calling for require us to establish mechanisms to deal with requests for change now and long into the future.

To help the University achieve this, a Task Force on Social Responsibility in Investing is being established. This task force will, among other things, consider approaches to disclosing investments in pooled funds, examine ESG factors including international human rights, and make recommendations on matters related to receipt of expressions of concern in relation to the University's investments.

This task force will include representation from faculty, staff and students and the Board of Governors. An open call for members with appropriate expertise will be issued. Community members will have an opportunity to make representations to the task force and participate in its consultations which will be supported by subject matter experts through the Fall.

The process to reach the objectives including broad consultation will ideally be concluded by the end of the 2024 calendar year, culminating in a report and recommendations to the President. The Task Force report and administrative response will be publicly posted.

Changes to policies will be considered by the F&I and PIC, as those committees ultimately have responsibility for proposing to the Board of Governors any revisions to the Responsible Investment Policy or the Statements of Investment Policies and Procedures.



Task Force on Principles for Institutional Partnerships

Community members have raised concerns about the way the University enters into formal institutional partnerships.

Although the University has a robust process for assessing institutional partnerships (including Policy 7 - Gift Acceptance), it is acknowledged that it would be useful to clearly articulate the principles that guide decisions about partnerships. This includes partnerships that the University enters with other legal entities, such as university-to-university international agreements, university-funder agreements or institutionally stewarded advancement relationships. Responsibility for individual partnership agreements is delegated by the Board of Governors to the administration.

A Task Force on Principles for Institutional Partnerships will be established to build on several key foundations recently set – or soon to be set. These foundations include Waterloo’s ongoing commitment to equity, diversity, inclusion and anti-racism, the vision for Waterloo at 100 and new institutional values set to be considered by the Board in June. They also include principles soon to emerge from the Task Force on Freedom of Expression and Respectful Engagement as well as recent government directions on safeguarding research.

The task force will conduct extensive community consultations this Fall with students, faculty and staff to develop a set of principles to ensure a clear and consistent approach to institutional partnerships that reflect institutional values.

Although the scope of this task force will not cover individual researchers’ bilateral relationships, it is important to note that some institutional research agreements arise from the activities of an individual researcher, and these will need to be considered by the task force.

This task force will include representation from faculty, staff and students. An open call for members will be issued. Community members will have an opportunity to make submissions to the task force in addition to participating in consultations.

The process to reach the objectives including broad consultation will ideally be concluded by the end of the 2024 calendar year, culminating in a report and recommendations to the President. The Task Force report and administrative response will be publicly posted. Proposed development or revision of policies or guidelines will follow the appropriate governance pathways.

Change movements need time and stakeholder input

It’s important to note that while all this work is underway, the timeline for making decisions about university investing policies and partnership agreements will take much longer than some may like. We operate through a collegial, shared governance model which lays out the processes by which change must happen.

These decisions are complex and will impact the institution for decades to come and therefore require time and feedback from all stakeholders. This is particularly important when we face issues for which members of this community have many different perspectives.



The *University of Waterloo Act* defines our objects as “the pursuit of learning through scholarship, teaching and research within a spirit of free enquiry and expression.” Ensuring that there is room for a broad range of dialogue and debate is central to our purpose.

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For Information**Open Session**

To: Senate

Sponsor/Presenter: Senate Executive Committee
Contact Information: senate@uwaterloo.ca

Date of Meeting: June 10, 2024

Agenda Item Identification: 6) Motions for Discussion

Summary:

As per item 3(a) on the agenda for the June 10, 2024 special meeting of Senate, the revised motions for discussion at the meeting are included below, and these motions reflect revisions to the original motions following the Senate Executive Committee meeting and were drafted in collaboration by the proponents and the Secretariat:

1. Motion regarding investment disclosure

That Senate recommend that the Board of Governors annually disclose a comprehensive report of all investments and holdings in an open session of the Board of Governors or one of its committees as appropriate, with the first report being issued no later than the first quarter of 2025.

2. Motion regarding institutional partnerships

That the Senate formally express support for the establishment of a defined set of principles and framework to guide approaches to institutional partnerships which are reflective of University of Waterloo values.

3. Motion regarding ESG factors

That Senate recommend that the Board of Governors consider the inclusion and implementation of social justice, equity, diversity and inclusion, nonviolence, and international human rights as priority areas in the Environmental, Social and Governance (“ESG”) factors, and

That Senate recommend an annual update report be provided on progress towards said inclusion and implementation within the University’s investment portfolios, in an open session of either the Board of Governors or one of its committees as appropriate, with the first update to be brought forward no later than one year from the date of passage of this motion.

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To: Members of Senate

From: Dvir Zagury, Undergraduate Student in the Faculty of Science

Date: Friday, June 7, 2024

Subject: Perspective from a Jewish-Israeli Student on Campus on Agenda Item 4.

Dear Senators, I'd like to provide my perspective and feedback from a significant part of my community on the following regarding the motion under agenda item 4:

- (1) **Benefits and Success Stories** of current and past collaborations with Israeli institutions, particularly in amplifying the University of Waterloo's stated goals and values.
- (2) **Added Values** by partnerships with Israeli institutions, including in exchanges, shared coursework, academic and cultural initiatives.
- (3) **Personal Testimony**, a brief personal testimony from an Israeli international student about the connection between the University of Waterloo and Israeli universities, along with anecdotes from members involved in past and current collaborations.
- (4) **Impact of Severing Relationships** on the university, the student body, and the academic integrity of the University.
- (5) **Ramifications of the Proposed Motion** on the wellbeing and sense of security for many Jewish and/or Israeli students, colleagues, alumni, and faculty, as well as peers who support them, agree with their perspective, or share the same worries.

Particularly for (1), I'd like to elaborate on research collaboration between the Technion and the University of Waterloo, published publicly since 2014, including

- Applications of Artificial Intelligence in Human Health & Medicine
- Targeted Drug Delivery for Eye and Pulmonary Diseases
- Lab-on-a-Chip Technology
- Quantum Information Science
- Nanotechnology
- Photonics
- Water Science and Technology (Climate Change and Water Management, Water Desalination)
- Groundwater Remediation
- Spectral Induced Polarization in Hydrogeology and Environmental Bio geosciences
- Renewable Synthetic Fuels and Sustainable Hydrogen Generation
- Collaborative Research to Advance UN Sustainable Development Goals
- Cybersecurity
- Smart Cities

As well as more generally about the 30-year history of collaboration between the two universities.

This compilation was done, along with private conversations and more general research, with the following publicly available articles:

1. **"Waterloo, Technion partner to advance research, commercialization"** (March 18, 2014)
<https://uwaterloo.ca/news/news/waterloo-technion-partner-advance-research-commercialization>
2. **"Technion inks cooperation deal with Canada's University of Waterloo"** (March 18, 2014)
<https://www.jpost.com/national-news/technion-inks-cooperation-deal-with-canadas-university-of-waterloo-345791>
3. **"Waterloo & Technion Research Alliance"** (April 27, 2015)
<https://www.technion.ac.il/en/2015/04/13888/>
4. **"Technion-Waterloo Research Symposium"** (January 2, 2019)
<https://www.technion.ac.il/en/2019/01/technion-waterloo-research-symposium/>
5. **"Waterloo-Technion Research Partnership Showcase Event"** (October 22, 2020)
<https://uwaterloo.ca/ecohydrology/news/waterloo-technion-research-partnership-showcase-event>
6. **"Call for Joint Proposals within the Waterloo —Technion Cooperation 2023"**
<https://uwaterloo.ca/research/find-and-apply-funding/find-funding/waterloo-technion-cooperation-2023>
7. **"Collaborative research to advance sustainability"** (August 9, 2023)
<https://uwaterloo.ca/news/engineering-research/collaborative-research-advance-sustainability>

Thank you to everyone who took the time and effort to read this and hear my perspective.



Network of Engaged Canadian Academics
Réseau des professeur.e.s canadien.ne.s engagé.e.s

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Ottawa Ontario K1N5W1
Canada
neca.rpce@gmail.com

University of Waterloo Senate

June 7, 2024

Dear Members of the University of Waterloo Senate,

We are writing to you at this time and on behalf of the Network of Engaged Canadian Academics (NECA, neca-rpce.ca), composed of members at Waterloo as well as an additional 41 universities in Canada. We write to express our grave concern regarding the three linked motions proposed by students for consideration on June 10 at the Waterloo Special Meeting of the Senate. NECA's mission is to strengthen academic freedom including viewpoint diversity, protect Jewish identity, and combat antisemitism.

Although the motions call for transparency, we are concerned that these motions are not transparent about their motivations or goals but are part of a larger national strategy by the Jewish Faculty Network and other groups to support motions that call for Boycott, Divestment and Sanctions (BDS) of Israel, Israeli scholars, and Israeli institutions. These motions undermine the academic freedom of Canadian scholars who have academic partnerships with Israelis or on Israel-related topics in any capacity. The motions promote a discriminatory and destructive attitude that contravenes the culture of trust and cooperation on which the modern academy depends for an advancement and dissemination of knowledge, including in the critical areas of medical research, agriculture, climate change and technology, which affect us all and where we need a concerted global focus. Support for the motions will undermine free and robust

exchange of ideas as well as the search for truth and peace. It will silence members of the academic community leading to a winnowing of viewpoint diversity.

a. Motion 1 – Regarding Investment Disclosure

Our concern with the language in the motion calling for greater transparency and disclosure is whether the call “to annually disclose a comprehensive report of all investments and holdings” will in fact be evenly and consistently applied to all companies operating in all countries where the university may hold investments, or whether this motion will apply narrowly and singularly only to Israeli companies. NECA supports calls for enhanced transparency and disclosure so long as this is done fairly, consistently and without prejudice, and provided that these practices meet whatever legal agreements are in place between the Board of Governors and whichever organizations with which it partners to help determine and manage its investments and pension fund. NECA would raise strong objections to the specific application of these practices only to Israeli companies in service of a BDS agenda. Singling out a single country, the only Jewish state, is highly prejudicial.

b. Motion 2 – Regarding Institutional Partnerships

Our concern with the language in the boycott motion is twofold: first, it is unclear who would be responsible for “the establishment of a defined set of principles and framework” or how that would be determined in relation to such a fluid concept as “University of Waterloo values.” Second, the motion seriously risks violating academic freedom, as in cases where faculty members may be involved in research or teaching partnerships at universities which operate in countries with any record of human rights violations. Presumably, the University of Waterloo’s “values” (however those would be defined) would not apply to countries that legally or informally discriminate against LGBTQ2S+ people, or those that operate in countries that persecute and/or practice discrimination against religious minorities, or which have unequal laws governing women, or those that still practice child labour, discriminatory marriage practices.

It is important to be mindful of liberal democratic values and to champion these wherever possible and appropriate. However, if university leadership will be making decisions about entering into or severing academic partnerships based only on compliance with University of Waterloo values, then it will quickly find that many universities around the world will be ineligible because they operate in countries that violate these values. This would include universities in countries with poor records of advancing human rights, such as Indonesia, China, Qatar, Turkey and Malaysia, with which many Canadian universities partner, including Waterloo. In countries with

exceptional security needs such as Israel and Ukraine, academics across disciplines necessarily work with their militaries. For instance, Israeli universities like Technion work with the country's military in various ways to develop *inter alia* legal frameworks for warfare and capabilities for defense. Would the University of Waterloo consider it ethical to sever strategic partnership agreements with Ukrainian universities because they are also now joining forces with the Ukrainian army to defend their country from being destroyed by invading Russian forces? We assume that is not going to be the case for Ukraine, and so it should also not be the case for Israel or any other country that engages in exceptional military practices to protect their borders and citizens as they are obliged to do under international law.

c. Motion 3 – Regarding ESG Investing Factors

While motions such as these are motivated through genuine concerns for the most vulnerable people, they are inevitably blunt instruments that often target those most vulnerable. While ESG is aimed at providing investors with clear understandings of a company's practices (including environmental, governance and human rights) in order to make ethical investing decisions, it is demonstrably resulting in economic harm to firms and individuals solely on the basis of conducting business in disputed territories, regardless of the intentions and actions of those parties.

ESG ratings are opaque and yet purport to reveal to investors companies' environmental impact and governance practices, including involvement in human rights controversies. BDS campaigns including the proposed motion intentionally hides its assault on Israel in "human rights" terms. ESG ratings can quickly be weaponized for BDS objectives, ultimately inflicting economic damage on firms simply for operating in certain disputed territories and not because of actual misconduct.

We also note that there is a serious error of fact on page 15 that claims that the International Court of Justice's (ICJ), "provisional ruling on January 26, 2024, [that] found that Israel and the Israeli military is plausibly committing a genocide." Judge Joan Donoghue who served on the ICJ from February 2021 - February 2024 clarified in a recent interview with the BBC that the ICJ, "... did not decide – and this is something where I'm correcting what's often said in the media – it didn't decide that the claim of genocide was plausible." The misrepresentation of the ICJ provisional ruling nullifies any claim in the motion that maintaining relationships with Israeli institutions may cause reputational harm to the University of Waterloo. What would cause reputational harm to the University of Waterloo is endorsing motions that undermine academic freedom on false premises.

NECA believes that peace can only come through direct engagement between the involved parties. The BDS strategy is to silence Israeli voices - including those of Israeli peacemakers. This is fundamentally anti-peace and contrary to liberal democratic values of open dialogue and inquiry. In addition to undermining the academic freedom of Canadian scholars, the BDS movement further threatens the political neutrality of academic institutions, [directly affecting academic freedom and cutting off constructive civil discourse](#). Ironically, BDS also penalizes Palestinian Israeli scholars.

We respectfully call on the University of Waterloo Senators to reject the discriminatory motions being proposed and protect the core values of the academy.

Sincerely,

The leadership of the Network of Engaged Canadian Academics

Friday, June 7, 2024 at 20:04:33 Eastern Daylight Time

Subject: materials to include in the special meeting (Jun 10, 2024) agenda
Date: Friday, June 7, 2024 at 6:59:10 PM Eastern Daylight Saving Time
From: David Simakov <dsimakov@uwaterloo.ca>
To: Gen Gauthier-Chalifour <gen.gauthier-chalifour@uwaterloo.ca>
CC: David Simakov <dsimakov@uwaterloo.ca>, Hector Budman <hbudman@uwaterloo.ca>
Priority: High
Attachments: 1. Letter to UW Senate from NECA_Jun 7, 2024.pdf, 2. Letter to Spanish Universities from Israeli University Heads.pdf, 3. Letter explaining why BDS is wrong.pdf

Hi Gen,

To follow up on our conversation today, please, find attached the three documents to include in the special senate meeting agenda (I'll follow up with more documents on Sunday, after the end of Shabbat on Saturday night):

1. Letter to UW Senate from NECA_Jun 7, 2024.pdf: This letter from the Network of Engaged Canadian Academics directly addresses the agenda of the upcoming UWaterloo Senate meeting (Monday, Jun 10th, 2024).

2. Letter to Spanish Universities from Israeli University Heads.pdf: This letter is for information purposes. Although it does not address the UWaterloo Senate directly, it provides valuable general arguments explaining the nature of Israeli academia and the danger of academic boycotts.

3. Letter explaining why BDS is wrong.pdf: This letter is for information purposes. While referring to the boycott of the Hebrew University of Jerusalem, the letter contains general arguments objecting the BDS (Boycott, Divestment and Sanctions) campaign against Israeli academia.

*** Please, confirm the receipt and that these materials will be included in the meeting agenda/distributed to UWaterloo senators. ***

Have a wonderful weekend!

Thank you!

David

David Simakov, Ph.D.
Associate Professor
Department of Chemical Engineering
University of Waterloo
Waterloo Institute for Sustainable Energy
<https://uwaterloo.ca/chemical-engineering/about/people/dsimakov>

200 University Avenue West, E6-2020



Association of University Heads, Israel

May 20, 2024



To the Governing Board of the Conference of Rectors of Spanish Universities,



We, the leaders of Israel’s universities and research institutions, are writing to express concern over your “CRUE statement on the violent situation in Gaza” and to offer our response. Let us be clear: we share your commitment to peace and justice in the region and thank you for your condemnation of antisemitism, Islamophobia, and other forms of hatred. We agree with you that the situation in Gaza is tragic.



We appreciated finding in your list of demands the cessation of “any action of a terrorist nature” and “freedom for the people kidnapped by Hamas.” We know that you are well-aware of the horrific events of October 7th, that included the brutal massacre of over 1200 Israelis and foreign civilians and the kidnapping of 240 people, among them toddlers, children, and young and elderly men and women. We ask that you keep in mind also what Israel has been experiencing in the weeks and months since October 7th. The Hamas has fired since then more than 10,000 rockets from Gaza and Hezbollah more than 5,000 rockets and drones from Lebanon, causing a massive evacuation and hundreds of thousands of internally displaced citizens. This situation, together with the mobilization of tens of thousands of young men and women for reserve duty, meant that for months Israeli universities could not open the academic year and researchers could not engage in research. Students and faculty were forced to leave their homes and many lost close family members - siblings, parents, children. Students were killed. Others were badly injured and forced to stop their studies. No one’s life or work has returned to normalcy. The grave weight of the war continues to take its unbearable toll and upend all areas of academic life.



It is with this context in mind that we are deeply concerned by your decision to “review suspending agreements with Israeli universities and research centers that have not expressed a firm commitment to peace and compliance with international humanitarian law.” This stance not only implies that the blame for the current situation rests on one side, but also presupposes the possibility that Israeli academic institutions are not dedicated to peace and to international humanitarian law. Nothing could be further than the truth.



Association of University Heads, Israel

We are compelled, therefore, to correct this misunderstanding by drawing attention to our policies and values.



1. *We Stand for Democracy, Freedom of Speech, and Human Rights in Israel*



Against the backdrop of our country’s long history of political polarization, violent regional conflicts, and ethnic and religious tensions, universities in Israel have always been bastions of democracy, freedom of speech, liberal values, and human rights, including for Palestinians.



As you may know, last year it was from our campuses that the clearest voices emerged against the attempted judicial overhaul in Israel, which many feared would have weakened democracy and minority rights. Our leadership, faculty, and students took a leading role in opposing measures and legislation that would compromise the basic foundations of Israeli democracy.



Contrary to false allegations, we do not punish our students or staff members for expressing pro-Palestinian views. We are institutions that prioritize freedom of expression and we protect the rights of our faculty, staff, and students to express ideas that challenge the prevailing consensus even during these difficult and sensitive times.



2. *Israeli Universities Are Independent Institutions*

Lately, Israeli universities have been vilified for any link to the Israel Defense Forces, the supposition being that we are either directly culpable for our government’s actions or an agency of the military. We need to be clear: Israeli academia is independent of the government and military, and it operates autonomously in all academic matters. According to the 2024 Academic Freedom Index, which measures the state of academic freedom worldwide, Israeli universities are on par with universities in Norway, Canada, and Switzerland in upholding academic freedoms; moreover, we are ahead of countries such as the United Kingdom, the Netherlands, and the United States.



Faculty at Israeli Institutions make their own decisions on what to study and how to do so. While there are researchers at our universities who, in



Association of University Heads, Israel

accordance with their academic freedom and rights, do research on subjects related to Israel's security, there are academics in just about every other country who conduct research related to national security. Such projects, of course, represent only a small percentage of the research conducted at each of our universities and certainly do not turn our universities into military agencies.

This does not mean, however, that our academic community speaks with one voice when it comes to the current war. While there are faculty members at our universities researching on topics related to national security, we also have others who raise incisive questions and hold critical perspectives about Israel's governmental and military policies in the current conflict. Our campuses are places where contentious issues are debated based on reason and fact, including all aspects of the war in Gaza.

Others suggest that our universities are guilty parties since our students are soldiers. As you must know, Israel is a small country; most young people here are required by law to enlist in the army when they are 18, and they later serve in the reserves. Since October 7th, many in our communities were enlisted. At the height of the war, approximately 25% of our students were called up for duty. These students (and some faculty members) risked their lives to protect their families, communities, and country. We all have students who haven't returned alive. For those students who have returned, we have a duty to support their reintegration and their mental health. We are proud of the way we perform this duty, as we are sure every university in the world would be.

3. *We are Dedicated to Bettering the Lives of Palestinians and to Promoting Peace*

All Israeli universities are actively and extensively engaged in projects aiming to promote equality between Jews and Palestinians. 18% of our students are Muslim and Christian Palestinians, a figure that closely reflects their percentage in Israel's population. Many of the Palestinian students study in our most competitive programs including medicine, computer science, engineering, and law. This reality is the result of extensive efforts and demonstrates the commitment of each one of our universities to equality and diversity and to promoting social mobility.





Association of University Heads, Israel

These efforts include providing extensive program of financial aid and fellowships for Arab students in all degree levels, including programs specifically encouraging and supporting promising candidates in advanced degree and post-doctoral programs.

The universities work hard to nurture multi-cultural campuses, taking seriously their responsibility to do so given that the period of study at the university is sometimes the first opportunity for meaningful positive interaction between Jews and Arabs. This requires not only recruiting diverse faculty members and students, but also creating a welcoming atmosphere and fostering meaningful learning opportunities across campus.

For decades, all our universities have spearheaded hundreds of projects and initiatives aimed at promoting peaceful relations in the region. Scholars in engineering, environmental studies, medicine, life science, and more collaborate regularly with counterparts in neighboring countries on projects designed to drive innovation on regional challenges in climate change, agriculture, sustainable development, public health and other areas (including collaborations with students in Gaza on water research). Other scholars work on promoting equity and social justice for Palestinian communities within Israel, including through our law clinics, educational initiatives, and community work. Our affiliated hospitals have regularly treated patients from Gaza and have also provided care for refugees from the Civil War in Syria. The space here is insufficient to even begin to enumerate all such projects.

4. *The Danger of Academic Boycotts*

We understand that those calling for academic boycotts against Israeli universities aim to protect and improve Palestinian lives and to end the crisis in Gaza. The truth is that we too mourn the loss of innocent life in this horrific conflict and want a better future for Palestinians and Israelis both. However, academic boycotts are dangerous and may very well cause more harm than good.

Weakening Israeli academia would only undermine Israel's democratic foundations, as well as the very community fighting to protect human rights and establish a more inclusive society. While many like to think the result of these boycotts would drive the type of change we saw in South Africa,





Association of University Heads, Israel

tragically the result could be instead an increasingly militant and illiberal state, one less likely to promote regional peace, prosperity, and democracy.

In Israel, there is a high correlation between one's level of education and one's commitment to liberal democratic values, the rule of law, and support for a just solution to the conflict; teaching democracy and human rights is part of our educational mission. Our higher education system has helped Palestinian Israelis to achieve important positions in areas like law, medicine, the arts and high tech. Furthermore, our researchers are among some of the leading voices in Israel and globally for finding solutions for this crisis. Our academics remain steadfastly committed to peace, coexistence and international humanitarian law in the face of current challenges. Do Spanish universities want to weaken this force for good in the region rather than support it?

It is imperative that we reinforce academic collaborations to ensure that we live up to our shared global aspirations for a better collective future, and for the pursuit of knowledge and truth.

Respectfully,

Prof. Arie Zaban, President of Bar-Ilan University
Chairperson of Association of University Heads – VERA

Prof. Daniel A. Chamovitz, President of Ben-Gurion University of the Negev

Prof. Alon Chen, President of Weizmann Institute of Science

Prof. Asher Cohen, President of the Hebrew University of Jerusalem

Prof. Leo Corry, President of the Open University of Israel

Prof. Ehud Grossman, President of Ariel University

Prof. Ariel Porat, President of Tel-Aviv University

Prof. Ron Robin, President of University of Haifa

Prof. Uri Sivan, President of the Technion-Israel Institute of Technology





Why it is Morally Wrong to Boycott the Hebrew University of Jerusalem

The Hebrew University of Jerusalem, the flagship of higher education in Israel and among the world leading academic institutions, has been recently targeted by groups affiliated with the Palestinian campaign for Boycott, Divestment and Sanctions (BDS). The BDS movement campaigns against academic ties with the Israeli academic institutions. The BDS movement has compiled for each Israeli university a specific 'portfolio', which provides specific reasons against collaboration with each different university. These specific reasons are mere pretexts for advancement of the general policy of the BDS movement, which is to isolate Israeli academia from the rest of the academic world, under the dubious theory that such a move is morally just and that it would contribute to a change in the Israeli government policy regarding the Palestinians.

In what follows we demonstrate that the allegations raised to justify boycotting the members of the Hebrew University community are false. Rather than severing ties with Israeli academia, regardless of each student or faculty member's views or potential contributions to science, what is needed is greater engagement of intellectuals from around the world with Israelis and Palestinians, a goal that can be achieved by strengthening academic cooperation with the Hebrew University and similar institutions.

1. The Hebrew University is an Independent Research Institution

Israeli academia in general and the Hebrew University in particular are independent of direct government interference and operate autonomously in all academic matters, from admission policy to pedagogical decisions. Researchers make their own decisions what to study and how to do so—and they excel in their work, earning the Hebrew University an internationally acclaimed status as a leading global university. The university fosters free research and discourse, and scholars and students are often harshly critical of governmental policies. The administration has not hesitated to confront the government time and time again (for example, see [here](#)).

Israel's thriving democracy is characterized by a vibrant liberal camp that plays a crucial role in checking the government's actions. As in other liberal democracies, studies produced by scholars at the university continuously criticize government policy, propose policy changes, expose injustices of various kinds, and excavate unofficial histories. In the constitutional crisis that preceded the war, faculty and students successfully protested against the government's plan for judicial overhaul. For much of 2023 there hadn't been a week without a Hebrew University faculty speaking publicly and critically against the proposed plans. Our scholars are also weighing on the current moment academically and publicly, addressing and analyzing all challenges relating to the war.

Weakening Israeli academia, as the boycott movement seeks to do, would only undermine this liberal and critical voice and weaken the democratic fabric of Israeli society.

2. Promoting Equality and Excellence in a Diverse Society

The Hebrew University of Jerusalem is actively and extensively engaged in projects aiming to promote equality between Jews and Arab-Palestinians. About 16% of the University's 24,000 students are Arabs, about half of them Palestinians from East Jerusalem. This reality is the result of extensive efforts and reflect an institutional commitment to equality, given that higher education is a vehicle for social mobility.



These efforts include providing the East Jerusalemites with a comprehensive, one-year, free of charge preparatory program by the University, in which they acquire proficiency in the Hebrew and English languages, as well as knowledge in science and social studies. The goal of the program, which attracts almost 500 students each year, is to provide these students with opportunities for growth and development that otherwise may not have been available to them.

Another example is the Law School's special orientation program for Arabic-speaking students. In this free of charge summer program, the students receive small group exposure to all subjects taught during the first year of law school, meet their professors in an intimate and open forum, and receive extensive tutorship that prepares them for studying a language-heavy subject in a language that is not their mother tongue. Tutorship and mentorship continue throughout law school.

These are just a few examples of the programs we operate. We also have an extensive program of financial aid and fellowships for Arab students in all degree levels, including programs specifically encouraging and supporting promising candidates in advanced degree and post-doctoral programs.

3. Nurturing Dialogue in a Multi-Cultural Campus

The Hebrew University works hard to nurture a multi-cultural campus. The University takes seriously its responsibility to do so given that the period of study at the Hebrew University is sometimes the first opportunity for meaningful positive interaction between Jews and Arabs. It requires not only recruiting diverse faculty members and students, which we do, but also creating a welcoming atmosphere and creating meaningful learning opportunities across campus. One of our cornerstone academic programs is [Multiversita](#), which offers a rich array of classes bringing together faculty and students of various religious and national backgrounds to uncover the challenges of living together in a multicultural environment and find sustainable solutions.

The challenge of achieving constructive dialogue among differing perspectives is especially hard in times of war and national conflict, as the one that we are currently facing. The Hebrew University addresses this challenge by employing three main policies: First, our Unit for Diversity and Inclusion, headed by [Vice President Professor Mona Khoury](#), initiates numerous activities to ensure that all students feel welcome in our campus, and create opportunities for positive engagement and academic success to students from all groups. Second, the Hebrew University provides extensive protection of academic freedom and freedom of speech of faculty and students. The university allows community members to hold political demonstrations inside the campus, and express their views freely. Lastly, the administration of the university takes seriously its role as educators and moral leaders, and thus, while avoiding limiting speech, it does offer our community their position regarding the appalling nature of hate speech, incitement to racism or to terror. It is this delicate balance, between protecting free speech and responding to expressions of hatred with counter-speech, which is the heart of our success in protecting this stronghold of liberalism in Jerusalem.

Please see in a separate document our response relating to professor Shalhoub-Kevorkian.

4. Academic Programs for Soldiers and Police Officers

The Hebrew University operates several academic programs in cooperation with the IDF and Israel Police. These programs are purely academic. The soldiers and police officers (themselves a diverse cohort composed of Jews and Arabs) take regular degree courses



along with other Jewish and Palestinian students in the humanities, social sciences, and exact sciences. These programs substantially contribute to the education of these soldiers and police officers, providing a strong basis in the protection of human rights, ethics, morality and the fundamental structures of liberal democracy.

5. Land

The specific allegations concerning the legal status of the Hebrew University of Jerusalem's Mount Scopus campus are based on a gross simplification and deliberate misrepresentation of the factually and legally complex history of Jerusalem in order to create the impression that the Hebrew University is complicit in a violation of international law, which is absolutely not the case.

First and foremost, there is no question whatsoever that the historic Mount Scopus campus, in which all the campus's academic activities are held, was established in 1925—more than two decades before the founding of the State of Israel—and remained as an enclave controlled by Israel between 1948-1967. The international community recognizes the Mt. Scopus campus as part of Israel and as not as part of the territories occupied by Israel in 1967. International dignitaries and diplomats, including the EU ambassador, and members of international organizations, regularly visit the campus, participate in its activities and co-sponsor events held in it. The European Research Council, which does not allow its grants to fund activities in the Occupied Territories, also regularly funds research activities undertaken on the Mount Scopus campus.

The BDS movement, in its publications relating to Mount Scopus, alludes to the fact that two student facilities serving the campus, a dormitory and a sports center, are in East Jerusalem, in areas which the international community largely views as part of the Occupied Territories. However, there is nothing unlawful or unethical about the situation on the ground, nor is there any relationship between the facilities in question and academic activities on campus. The Hebrew University has owned private land in East Jerusalem *before* 1948 and thus maintains continuous private property rights in East Jerusalem, regardless of the area's sovereignty status. Furthermore, the facilities in question are used by all Hebrew University students, including Israeli, Palestinian and foreign students. Under every legal framework that may apply to these lands, the activities of the Hebrew University are lawful. This is certainly true under international law, including the law of belligerent occupation, which does not prohibit in any way the use of private land for such public purposes. The University is not at fault for using for good purposes its long-standing property rights in ways which are lawful and non-discriminatory.

6. The Effects of the Hamas-Israel War on the Hebrew University

On October 7, 2023, Hamas terrorists invaded Israel under the guise of thousands of rockets fired into Israeli towns and cities, [massacred](#) over 1,200 Israelis and foreign civilians, [incinerated families in their homes](#), [tortured children in front of their parents and parents in front of their children](#), and [brutally raped and mutilated women young and old](#). Hamas kidnapped [more than 240 people](#), among them toddlers, children, young men and women, and elderly men and women over 80 years old. Two members of the Hebrew University community, [Carmel Gat](#) and [Sagui Dekel-Chen](#), were kidnapped from their homes that day and are still held captive, with more than 130 innocent hostages that are still held in Hamas' captivity, [suffering torture and rape](#) and [abuse](#).



In the days, weeks and months since October 7th, Hamas has fired more than 10,000 rockets from Gaza, and Hezbollah has fired more than 5,000 rockets and drones from Lebanon, causing a general shut-down of most public institutions and a massive evacuation of population, leading to 200,000 internally displaced citizens.

Together with the massive emergency recruitment of reserve forces, many of whom are students, Israeli universities could not open the academic year and researchers could not engage in research for months. The academic year eventually opened only at the beginning of 2024 and the academic calendar was severely disrupted, as all faculty and students were required to adapt teaching and learning to a shortened and altered semester format. Students and faculty were forced to leave their homes. Students and faculty lost family members: siblings, parents, children. Students were heavily injured and forced to stop their studies. No one's life or work has returned to normal. The grave weight of the war continues to take its unbearable toll and upend all areas of life, including academic life.

We deeply mourn the loss of all innocent life in this horrific conflict, whether they are Israeli, Palestinian, or citizens of other countries. We are pained to see the tragedy that occurs on both sides of the Gaza border. Our answer to the horrors of war should never be to end academic collaborations and cut ties among researchers. Israeli scientists are not responsible for the war, they are its victims. Furthermore, they are among the leading voices who can help to elucidate the situation, find solutions, and challenge conceptions and orthodoxies that led the region to this crisis. Rather than cutting ties, it is imperative to reinforce academic collaborations to ensure that we live up to our shared aspirations to improve the human condition, expand knowledge, and uncover the truth.



Jerusalem, 9.6.2024

Professor Vivek Goel
President and Vice-Chancellor
University of Waterloo
Canada
Email address: president@uwaterloo.ca

Dear Prof. Goel,

We write to you in relation to the upcoming special Senate meeting on June 10, 2024, on which Waterloo faculty plan to vote on three motions proposed by students for consideration.

We would be grateful if you could share our letter with the members of the University of Waterloo's Senate.

As you know, the University of Waterloo and the Hebrew University of Jerusalem have been collaborating since 1999 both at the institutional level with multiple exchange programs for students and faculty, as well as in research and teaching at the level of individual researchers. We nurture and cherish this partnership and hope that it will keep thriving in the future.

In what follows we outline some aspects of the academic activity at the Hebrew University, with the aim of demonstrating that an academic boycott against us is *morally wrong*. As our universities have been working together closely for years we trust that you need no further affirmation of our values, ethics, or commitment to academic integrity. **Rather than severing ties with Israeli academia, what is needed is greater engagement of intellectuals from around the world with Israeli and Palestinian academics, a goal that can be achieved by strengthening academic cooperation with the Hebrew University of Jerusalem, which is home to *both*, and similar institutions in Israel.**

Knowing the kind of falsehoods and misrepresentations promoted by the Boycott, Divestment and Sanctions (BDS) movement, we wish to shed light on our actual commitments, actions, and efforts, as well as the painful reality we experience on the ground. Let us be crystal clear: nothing can be further than the truth than calling the Hebrew University of Jerusalem "complicit in apartheid." We reject these baseless, bogus, and defamatory accusations.



Our institutional independence and critical work

Israeli academia in general and the Hebrew University in particular are independent of the government and operate autonomously *in all academic matters*, from student admissions to pedagogical decisions. Researchers make their own decisions what to study and how to do so—and they excel in their work, earning the Hebrew University an internationally acclaimed status as a leading global university. The university fosters free research and discourse, and scholars and students are often harshly critical of governmental policies. The administration has not hesitated to confront the government time and time again (for one example, see [here](#)).

Israel's thriving democracy is characterized by a vibrant liberal camp that plays a crucial role in checking the government's actions. As in other liberal democracies, studies produced by scholars at the University continuously criticize government policy, propose policy changes, expose injustices of various kinds, and excavate unofficial histories. In the constitutional crisis that preceded the war, faculty and students successfully protested against the government's plan for judicial overhaul. For much of 2023 hardly a week passed without a Hebrew University faculty member speaking publicly and critically against the government's proposed plans. Our scholars are also weighing on the current moment, academically and publicly, addressing and analyzing all challenges relating to the war.

Weakening Israeli academia, as the boycott movement seeks to do, would only undermine this liberal and critical voice and weaken the democratic fabric of Israeli society.

Our commitment and actions to promote equality, multi-culturalism, and free speech

The Hebrew University of Jerusalem shares the University of Waterloo's commitment to promote excellence and integrity in research, while adhering to principles of academic freedom and social equality and the improvement of the quality of life of all human beings.

For us, these are not only abstract values, but also ongoing and active work. The Hebrew University is actively and extensively engaged in projects aiming to promote equality between Jews and Arab-Palestinians. About 16% of the university's 24,000 students are Arabs, about half of them Palestinians from East Jerusalem. This did not happen by chance. We have several different programs to recruit and prepare students from every demographic sector in Israel. These efforts include providing prospective Arab students from East Jerusalem with a comprehensive, one-year, tuition-free preparatory program



by the University. In this program, they improve their proficiency in the university's languages of instruction (Hebrew and English). In addition, they receive additional training in science, math, and the social sciences. The goal of the program is not only to attract a diverse set of applicants and first-year students, but to help them succeed at a leading world university. The program attracts almost 500 students each year. This is just one example of the many programs we operate. And, in fact, it is one we operate in the face of objections by the current Israeli government.

We also have an extensive program of financial aid and fellowships for Arab students in all degree levels, including programs specifically encouraging and supporting promising candidates in advanced degree and post-doctoral programs. In recent years we have done similar diversity and inclusion work on all fronts, reforming our parental leave policies to increase the flexibility and resources for women scholars, creating special programs and funding to advance the academic careers of women and minorities of all groups in Israel, and much more.

The Hebrew University also works hard to nurture a multi-cultural campus. The University takes seriously its responsibility to do so given that the period of study at the Hebrew University is sometimes the first opportunity for meaningful positive interaction between Jews and Arabs. It requires not only recruiting diverse faculty members and students, which we do, but also creating a welcoming atmosphere and creating meaningful learning opportunities across campus. One of our cornerstone academic programs is [Multiversitas](#), which offers a rich array of classes bringing together faculty and students of various religious and national backgrounds to uncover the challenges of living together in a multi-cultural environment and find sustainable solutions.

The challenge of achieving constructive dialogue among differing perspectives is especially hard in times of war and national conflict, as the one that we are currently facing. The Hebrew University addresses this challenge by employing three main policies: *First*, our Diversity, Equity, and Inclusion unit, headed by [Vice President Professor Mona Khoury](#), initiates numerous activities to ensure that all students feel welcome in our campus, and create opportunities for positive engagement and academic success to students from all groups. *Second*, the Hebrew University provides extensive protection of academic freedom and freedom of speech for both faculty and students. The university allows community members to hold political demonstrations inside the campus and express their views freely. *Lastly*, the administration of the University takes seriously its role as educators and moral leaders, and thus, while we avoid limiting speech, it does offer our community the administration's position regarding the appalling nature of hate speech, incitement to racism or to terror.



It is this delicate balance, between encouraging free speech and responding to expressions of hatred with counter-speech, which is the heart of our success in protecting this stronghold of liberalism in Jerusalem.

The devastating effects of the October 7th war on our community

At this point, let us say a few words about the effects of the war Hamas-Israel on the Hebrew University. On October 7, 2023, Hamas terrorists invaded Israel under the guise of thousands of rockets fired into Israeli towns and cities, [massacred](#) over 1,200 Israelis and foreign civilians, [incinerated families in their homes](#), [tortured children in front of their parents and parents in front of their children](#), and [brutally raped and mutilated women young and old](#). Hamas kidnapped [more than 240 people](#), among them toddlers, children, young men and women, and elderly men and women over 80 years old. Two members of the Hebrew University community, [Carmel Gat](#) and [Sagui Dekel-Chen](#), were kidnapped from their homes that day and are still held captive, with more than 130 innocent hostages that are still held in Hamas' captivity, [suffering torture and rape](#) and [abuse](#).

In the days, weeks and *months* since October 7th, Hamas has fired more than 10,000 rockets from Gaza, and Hezbollah has fired more than 5,000 rockets and drones from Lebanon, causing a general shut down of most public institutions and a massive evacuation of population, leading to 200,000 internally displaced citizens. Together with the massive emergency recruitment of reserve forces, many of whom students, Israeli Universities could not open the academic year and researchers could not engage in research for months. The academic year eventually started only at the beginning of 2024 and the academic calendar was severely disrupted, as all faculty and students were required to adapt teaching and learning to a shortened and altered semester format.

Students and faculty were forced to leave their homes. Students and faculty lost family members: siblings, parents, children. Students were heavily injured and forced to stop their studies. No one's life or work has returned to normalcy. The grave weight of the war continues to take its unbearable toll and upend all areas of life, including academic life.

We deeply mourn the loss of all innocent life in this horrific conflict, whether they are Israeli, Palestinians, or citizens of other countries. We are pained by the tragedy that occurs on both sides of the Gaza border. We wish and pray for peace, the end of the war, and the return of the hostages.



Our answer to the horrors of war should never be to end academic collaborations and cut ties among researchers. Israeli scientists and universities are not responsible for the war, they are among its victims. Furthermore, they are among the leading voices who can help to elucidate the situation, find solutions, and challenge conceptions and orthodoxies that led the region to this crisis.

Rather than cutting ties, it is imperative to reinforce academic collaborations to ensure that we live up to our shared aspirations to improve the human condition, expand knowledge, and uncover the truth. We welcome initiatives from the University of Waterloo to create and encourage meaningful collaborations with the Hebrew University of Jerusalem with the aim of finding solutions to the current crisis, understanding its root causes and overcoming its challenges.

Sincerely,

Prof. Asher Cohen, President

Prof. Tamir Sheafer, Rector

Copies:

Prof. Oron Shagrir, Vice-President for International Affairs, HUJI

Alma Lessing, Director, International Partnerships and Development, HUJI

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June 9, 2024

Prof. Vivek Goel
President of the University of Waterloo, Canada
president@uwaterloo.ca

Dear President Goel,

I apologize for contacting you under these grim circumstances and I'm fully aware of your commitment and the commitment of your administration to academic relations with Israeli universities in general, and Technion specifically.

However, it was brought to my attention that the Senate of the University of Waterloo will be meeting in response to a direct call to support BDS and academic boycott of the Technion. As president of the Technion I am writing to express my concerns regarding such a move, and more generally the anti-Israel and antisemitic activity in Canada.

Let me be clear; we share your commitment to peace and justice in the region and join in condemnation of all forms of hatred. The situation here is undoubtedly complex with deep historical roots and profound human suffering on both sides.

The horrific events of October 7th included the brutal massacre of over 1200 Israelis and foreign civilians, and the kidnapping of over 240 people, among them toddlers, children, and young and elderly men and women. This was not simply another round in the ongoing conflict between Israel and the Palestinians; it was a horrific crime against humanity that premeditatively targeted civilians. Whole families were burned alive, babies were decapitated, women and men were mutilated, raped and murdered in the most horrendous ways. The terrorists did not distinguish between Jews and Arabs, nor between Israelis and other nationalities. Since then, Hamas has fired more than 10,000 rockets from Gaza into cities in Israel, and Hezbollah has fired more than 5,000 rockets and drones from Lebanon, causing a massive evacuation and hundreds of thousands of internally displaced citizens. I would like to emphasize; Hamas and Hezbollah premeditatively target civilian communities and peaceful citizens using their own citizens as a shield, and operating from hospitals, schools, and mosques. Israel has waged war on the ferocious terrorist organization, not the Palestinian people.

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In 2005, Israel evacuated the Gaza Strip with the hope that the Palestinian Authority would develop the area into a thriving community. However, Hamas quickly took control of the Gaza Strip, violently ousting Palestinian Authority officials and diverting substantial international aid, amounting to billions of dollars, towards militant activities against Israel instead of improving the lives of Gazans. The region has since become a base for attacks against Israel, including drone and missile strikes originating from Iran, Iraq, and Yemen, with recent instances of intercontinental ballistic missiles being launched from Iran. These actions highlight the threats against Israel's existence. Therefore, those at Waterloo University advocating for a boycott of Israeli universities should understand the partners and ideologies they are aligning with.

The mobilization of tens of thousands of young men and women for reserve duty, meant that for months Israeli universities could not open the academic year and researchers could not engage in research. Students and faculty were forced to leave their homes and nearly 80 members of the Technion family have lost close family members- siblings, parents, and children. Three of our alumni were brutally murdered on October 7th and three of our students and alumni fell in the war that followed. Two dozen were badly injured, and twelve members of the Technion family were abducted to Gaza; three were released, one was murdered in Gaza, one was freed in a heroic military operation on Saturday, and seven are still held captive in Gaza and their fate remains unknown. No one's life or work has returned to normal. The grave weight of the war continues to take its unbearable toll and upend all areas of academic life. At the same time, we do not mean to dismiss or diminish the grave suffering also experienced by Palestinians caught up in the ensuing war.

We unequivocally reject statements that paint Israeli academic institutions as involved in the military actions and are compelled to correct this misunderstanding by drawing attention to our policies and values.

1. We Stand for Democracy, Freedom of Speech, and Human Rights in Israel

Against the backdrop of our country's long history of violent regional conflicts, ethnic and religious tensions, and political polarization, universities in Israel have always been bastions of democracy, freedom of speech, liberal values, and human rights, including for Palestinians.

You may be surprised to learn that 28% of our students are Arabs, which is slightly over their proportion in the population of Israel. This success is the result of years of proactive work by the Technion in community high schools to enhance the teaching of mathematics, physics, and chemistry, aimed at increasing the number of Arab student candidates.

We maintain a long tradition of living together in a multicultural society. The Arab students share dormitories with Jewish students and enjoy the same rights and duties. Contrary to false allegations, we do not punish our students or staff members for expressing pro-Palestinian views. Since we opened our gates 100 years ago, the Technion has exercised liberal values, pursuing equity, tolerance, and inclusion of all. We prioritize freedom of expression, and we protect the rights of our faculty, staff, and students to express ideas that challenge the prevailing consensus even during these difficult and sensitive times. Indeed, we have often suffered politically for our commitment to these values.

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2. Israeli Universities Are Independent Institutions

Lately, Israeli universities have been vilified for links to the Israel Defense Forces, the supposition being that we are either directly culpable for our government's actions or an agency of the military. We need to be clear: Israeli academia, the Technion included, is independent of the government and military, and it operates autonomously in all academic matters. We are committed to publishing all worthy results and the research thesis of our graduate students are all posted in the public domain. According to the 2024 Academic Freedom Index, which measures the state of academic freedom worldwide, Israeli universities are on par with universities in Norway, Canada, and Switzerland in upholding academic freedoms; moreover, we are ahead of countries such as the United Kingdom, the Netherlands, and the United States.

Faculty at the Technion make their own decisions on what to study and how to do so. As in almost every other country, including Canada, some researchers, exercising their academic freedom and rights, conduct research on security-related subjects. Following our [Code for Responsible Conduct of Research](#), all research at the Technion must be publishable and this certainly includes research that touches upon security-related topics. Such projects represent a small percentage of the research conducted and certainly do not turn our university into a military agency.

A claim has been made that our universities are guilty parties since many of our students are also reserve soldiers. First, we are not the only country in the world to have students who serve in the military reserves. Moreover, as you are certainly aware, Israel is a small country; most young people here are required by law to enlist in the army when they are 18, and they later serve in the military reserves. Since October 7th and the resulting war, Israel has drafted its military reserve units. At the height of the war, approximately 25% of our students were called up for duty. These students, as well as some faculty members, risked their lives to protect their families, communities, and country, and participate in the effort to return the hostages still held in Gaza. For those students who have returned, we have a duty to support their reintegration and their mental health. We are proud of the way we perform this duty, as we are sure every university in the world would be.

3. We are Dedicated to Bettering the Lives of Palestinians and to Promoting Peace

All Israeli universities are actively and extensively engaged in projects aiming to promote equality between Jews and Arabs, and this certainly includes the Technion. As I mentioned above, 28% of our students are Muslim, Christian or Druze Arabs, a figure slightly higher than their percentage in Israel's population. In addition, we have extensive outreach programs where Arab high-schools and Arab teachers are invited to visit the campus and enjoy diverse educational activities. This reality is the result of extensive efforts to merge Jewish and Arab societies, demonstrating the commitment of the Technion and other academic institutions in Israel to equity, diversity, and promoting social mobility. These efforts include providing extensive programs of financial aid and fellowships for Arab students at all degree levels, including programs specifically encouraging and supporting promising candidates in advanced degrees and post-doctoral programs.

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All Israeli universities work hard to nurture multi-cultural campuses, recognizing their responsibility to do so given that the period of study at the university is sometimes the first opportunity for meaningful positive interaction between Jews and Arabs. This requires not only recruiting diverse faculty members and students, but also creating a welcoming atmosphere and fostering meaningful learning opportunities across the campus. For decades, Israeli universities have spearheaded hundreds of projects and initiatives aimed at promoting peaceful relations in the region. Researchers across numerous disciplines collaborate regularly with counterparts in neighboring countries on projects designed to drive innovation on regional challenges in water desalination, water management, agriculture, sustainable development, public health and other areas. Our affiliated hospitals have regularly treated Palestinian patients as well as citizens from Arab countries and have also provided care for refugees from the Civil War in Syria. The space here is insufficient to even begin to enumerate all such projects.

4. The Danger of Academic Boycotts

We too mourn the loss of innocent life in this horrific conflict and want a better future for Palestinians and Israelis both. However, academic boycotts, as blunt tools, undermine the very principles of open discourse that universities should uphold. By severing ties and excluding Israeli scholars, we inevitably lose important perspectives and opportunities for dialogue across conflicts, not to mention the scientific benefit from collaborative research.

Indeed, weakening Israeli academia would only undermine Israel's democratic foundations, as well as the very community fighting to protect human rights and establish a more inclusive society. Tragically the result could be an increasingly militant and illiberal state, one less likely to promote regional peace, prosperity, and democracy.

5. The Legal Ramifications of Boycotts

Lastly, we respectfully draw your attention to the potential legal implications of implementing an academic boycott through the lens of institutional policies and regulations. As recipients of public funds, universities have an obligation to remain neutral and avoid discriminatory actions that could be viewed as curtailing academic freedom or discriminating against individual researchers or institutions based solely on national origin. Such actions may conflict with domestic laws, constitutional principles, or treaty-based obligations upholding non-discrimination.

It is imperative that we reinforce academic collaborations to ensure that we live up to our shared global aspirations for a better collective future, and for the pursuit of knowledge and truth.

Respectfully,



Prof. Uri Sivan

President

Technion – Israel Institute of Technology



The Committee for Justice in Canada
B'NAI BRITH CANADA
Le comité pour la justice au Canada

Submission to the Special Meeting of the University of Waterloo Senate, June 10, 2024

INTRODUCTION

B'nai Brith Canada (“B'nai Brith”) is the country’s oldest human rights organization and the voice of Canada’s grassroots Jewish community. Our organization, which was established in 1875, is dedicated to eradicating racism, antisemitism, and hatred in all its forms, and championing the rights of the marginalized.

B'nai Brith’s submission to the University of Waterloo’s Special Senate Meeting comes at a pivotal time for campus communities across the country. Since the October 7th Hamas led terror attack against Israel, Canadian campuses have been consumed by a toxic atmosphere of division and intimidation. Recently, this volatile situation has been further exacerbated by the existence of unauthorized encampments that have emerged on campuses across Canada, including at the University of Waterloo (“the University”).

The devolving situation has had a perverse and negative effect on the University’s Jewish student and staff, as well as the broader Jewish community. The incitement has left Jewish members of the University’s community feeling ostracized and unable to partake in the campus environment. The unwelcome and unsafe environment has been infringing upon their protected human rights. It is essential that the University’s Senate take actions to restore the faith and confidence of Jewish students and not contribute to their further persecution.

As Canada’s most senior human rights organization, frequently called upon to intervene by courts and legislatures across the country, B'nai Brith seeks to aid the Senate by ensuring that they are fully apprised of the views of the grassroots Jewish community. The present issues being considered by the Senate requires a delicate balancing of competing fundamental and human rights. To do so, the Senate must appreciate the position of the members of its community who are also members of Canada’s grassroots Jewish community.

THE PROPOSED MOTIONS

The first proposed motion compels the Senate to recommend that the Board of Governors, no later than the first quarter of 2025, disclose a quarterly comprehensive report of all investments and holdings in an open session. The motion refers to the May 6, 2024, Values Statement endorsed by the Senate. The Values Statement affirmed that the University has a responsibility to create an environment that fosters trust, accountability, and foresight.

The second motion would require the Senate to immediately recommend that the University terminate its existing research agreement with the Technion Israel Institute of Technology. The third motion calls on the Senate to recommend that the Board of Governors consider demilitarization and decolonization as priority areas among Environment, Social, and Governance (“ESG”) factors. These factors, the motion suggests, should be considered when examining the University’s investments. The motion only identifies one specific

country. It calls for divestment from weapons manufacturers and companies benefiting from military action in Palestine.

THE PROPOSED MOTIONS ARE INHERENTLY ANTISEMITIC

The federal government adopted the International Holocaust Remembrance Alliance’s Definition of Antisemitism (the IHRA Definition) in 2019 as part of Canada’s federal anti-racism strategy (2019-2022).¹ On October 26, 2020, recognizing that the IHRA Definition of Antisemitism was the definition of antisemitism preferred by the vast majority of Ontario’s Jewish population, the Government of Ontario became the first Canadian province to adopt the IHRA Definition via an Order in Council.²

The IHRA Definition provides eleven illustrative examples of what constitutes contemporary antisemitism.³ These examples, which are meant to serve as a guide and tool for identifying antisemitism, are derived from the understanding that Zionism is a core tenant of the Jewish faith. This notion is supported by the recent survey of Canadian Jews conducted by Professor Robert Brym. Professor Brym found that, “As far as most Jews are concerned, the anti-Israel contempt that many people on the left repeatedly express is indistinguishable from antisemitism because it strikes near or at the heart of their Jewish identity and the existence of the Jewish people.”⁴

One of the illustrative examples is actions that apply a, “double standards by requiring of it [Israel] a behavior not expected or demanded of any other democratic nation.” Such a double standard occurs when motions or recommendations that call for the boycott, divestment, and sanction of only Israel are proposed or adopted. The second and third motion before the Senate unduly target the State of Israel and therefore hold the world’s only Jewish nation state to a standard not expected of other democracies.

Making recommendations that the university should end its ties with only an Israeli institution and that it should divest from weapons manufacturers and companies with links to Israel’s defensive action against Hamas and other terror groups would make the Senate guilty of imposing a double standard against Israel. To align the University’s divestment strategy with the federal and provincial anti-racism strategies, the University must review its investments in a wholesome fashion. Doing so, in a non-*ad hoc* manner would also ensure such a review was aligned with the recently endorsed Values Statement. Failing to implement a review that does not unfairly or unduly persecute the actions of one nation state would bring the University into disrepute with its own Values Statement and with Canadian anti-racism strategies. Reactionary sanctions targeting only the Israeli state are antisemitic.

¹ Government of Canada. Canada’s Pledges on Holocaust Remembrance and Combatting Antisemitism. Available at <https://www.canada.ca/en/canadian-heritage/services/canada-holocaust/canada-pledges.html>.

² Government of Ontario. *Order in Council 1450/2020*, October 26, 2020. Available at <https://www.ontario.ca/orders-in-council/oc-14502020>.

³ The International Holocaust Remembrance Alliance. Working Definition of Antisemitism. Available at <https://holocaustremembrance.com/resources/working-definition-antisemitism>.

⁴ Robert Brym. (2024). Jews and Israel 2024: A Survey of Canadian Attitudes and Jewish Perceptions. *Canadian Jewish Studies Études Juives Canadiennes*, 37, 66. <https://doi.org/10.25071/1916-0925.40368>.

To: The University of Waterloo Senate

From: University of Waterloo Student Nicholas Joseph

Date: June 9, 2024

Subject: Concerns regarding the University's partnerships and investments leading to complicity in genocide

Dear Senators,

I am an undergraduate student at University of Waterloo. I'm writing this letter to illustrate the university's complicity in genocide and urge you to end it. I have been denied the opportunity to speak at the Senate. So, I am writing this instead, to directly appeal to you, the decision makers in this university. I hope that you take this into consideration when making your decision in the Senate.

Technion's complicity

The University of Waterloo has a Strategic Research Partnership Agreement with Technion Israel Institute of Technology. I have attached this agreement for your reference. This agreement encourages joint research on Water, Nanotechnology, Quantum Computing and Technology, Artificial Intelligence, Health, Cybersecurity, Photonics and Smart Cities. According to the terms in the agreement, 3(b), this partnership agreement may be terminated at any time upon the written request of either institution.

Any partnership with Technion provides implicit, and/or explicit, support for Technion's deep institutional ties to the IDF. It was confirmed by the VP Research and International, Charmaine Dean, in the April 8, 2024 Senate meeting that some of the research currently being conducted may have military uses. Charmaine Dean said "any research that is conducted at this institution, quantum nano in particular, has the potential for dual use technology, but with regards to quantum this is really long term in potential for applicability." [Video available upon request]

Technion's deep institutional ties to the Israeli Defense Forces (IDF) have existed since the creation of the IDF and have only gotten stronger [1]. Today, most of the senior members of Technion's administration are current or former members of the IDF [2][3][4][5]. 3000 Technion students are deployed in Gaza [6]. Technion is providing each student that is deployed in Gaza with a grant of 2200 CAD, totalling 6,600,000 CAD of university funds [6].

Furthermore, Technion has deep ties to several Israeli weapons manufacturers. Rafael Systems, the largest state owned weapons manufacturer in Israel, has "several collaborative programs with the Technion from teaching and student employment to collaboration in research" [7]. Rafael "sends employees to the University to do research and the Technion sends students to do their degrees at Rafael. In some cases, employees are getting degrees from the Technion while doing their research at Rafael's facilities" [7]. Approximately one half of Rafael Systems employees are Technion students or alumni [7]. Rafael systems produces drones, tanks, armored vehicles, missile launchers, weapon systems [8].

Moreover, Technion has a longstanding relationship with Elbit systems, the largest weapons provider for the IDF. Elbit Systems Ltd. and Technion signed a joint research agreement in the field of vision systems in 2008 [9]. Elbit Systems awarded research grants for a five year span, to selected Technion researchers. This partnership has resulted in the development of electronic detection devices and drones [9]. Joseph Ackerman, Elbit Systems' President and CEO has said "Elbit Systems is proud to be an active partner in advancing the research activity performed at the Technion". [9]

Technion has established an Advanced Defense Research Institute (ADRI) to “bridge between academic research institutions, security and defense organizations and Israel defense industries” [10]. “The Institute supports and funds academic research, allocates resources to fostering students at all levels, through a dedicated curriculum in Systems Engineering for IDF officers, competitions and awards” [10]. Technion, through the ADRI, created Engineering Classes for IDF Officers to “deepen the technological knowledge of IDF officers and provide scientific and professional daily work tools that meet the research and development challenges” [11]. The ADRI has several different focuses including Drones, Cyber, and Robotics [12].

The Genocide in Gaza

It has been over 8 months of genocide in Gaza. The number of people killed in Gaza is more than the entire student body here at UW. More than 14,000 children have been murdered. Each of them had a name, had hopes and dreams, had a family that loved them that was probably killed alongside them. Israel dropped 70,000 tons of bombs on Gaza Strip, exceeding World War II bombings in Dresden, Hamburg, London combined, according to rights monitor.

The state in Gaza is beyond catastrophic. Millions of people are starving due to a man-made famine, they do not have access to fresh water, and are living in tent cities. Millions have fled to Rafah, a tent city, which Israel has now started invading. According to the UN, even if the assault on Gaza ends, it will take 80 years to rebuild the strip.

Demands

Due to Technion’s affiliations with the Israeli military, the University of Waterloo must sever its partnership with Technion. This has been a student demand for months. In the past month alone, support for this demand, along with the demands for disclosing and divesting, was expressed throughout the University of Waterloo community. I have attached a document detailing this support. The following groups have supported students calling for these demands:

- 404 UW and WLU staff, librarians, and Faculty members signed a letter in support of these demands
- 4,662 letters from UW alumni were sent support of these demands
- 3,493 letters from UW students were sent in support of these demands
- 24 official UW student clubs signed a letter endorsing these demands
- 23 official WLU student clubs signed a letter endorsing these demands
- CUPE 5524 (The union of graduate TAs, RAs, and Sessional Instructor at UW) officially endorsed these demands
- PSAC 902 issued a statement in support of these demands

References

- [1] Technion Canada's Website: <https://www.technioncanada.org/israels-defense-and-security/>
- [2] Times of Israel Article:
<https://www.timesofisrael.com/technion-appoints-physicist-prof-uri-sivan-as-new-president/>
- [3] Technion Canada's Website: <https://www.technioncanada.org/our-team/boaz-golany/>
- [4] American Technion Society's Website: <https://ats.org/about/faces-of-the-technion/noam-adir/>
- [5] Technion Canada's Website:
<https://www.technioncanada.org/technion-news/dr-rafi-aviram-appointed-executive-vice-president-and-director-general-of-the-technion/>
- [6] Technion Canada's Website:
<https://www.technioncanada.org/technion-news/technion-reservist-fund/>
- [7] American Technion Society's Website:
<https://ats.org/our-impact/neta-blum-a-woman-of-many-firsts/>
- [8] Rafael Systems' Website: <https://www.rafael.co.il/systems/>
- [9] Securities and Exchange Commission:
<https://www.sec.gov/Archives/edgar/data/1027664/000091068008000462/f6k06152008.htm>
- [10] Advanced Defense Research Institute Website: <https://adri.technion.ac.il/about-us/>
- [11] Advanced Defense Research Institute Website:
<https://adri.technion.ac.il/systems-engineering-se-classes-for-idf-officers/>
- [12] Advanced Defense Research Institute Website:
<https://adri.technion.ac.il/demonstrator-projects/>

Statements in support of Disclosure, Divestment, and Severing Ties

Several groups within the University of Waterloo Community issued statements in support of the demands for the University of Waterloo to disclose all its investments, divest from any companies that are complicit in genocide or that produce weapons, and sever its institutional ties to Technion.

Statement in support	Page
24 official UW student clubs signed a letter endorsing these demands	2
23 official WLU student clubs signed a letter endorsing these demands	4
3,493 letters from UW students were sent in support of these demands	6
4,662 letters from UW alumni were sent support of these demands	7
CUPE 5524, the union of graduate TAs, RAs, and Sessional Instructors at UW, officially endorsed these demands	9
PSAC 902, the union of graduate TAs at WLU, issued a statement in support of these demands	10
404 UW and WLU staff, librarians, and Faculty members signed a letter in support of these demands	11

UW JOINS THE CALL!

The Student Intifada Lives On!

UW heeds the call of the suffering yet resolute and upstanding people of Gaza and launches an encampment at Gaza (formerly known as Graduate) House.

We the students, faculty, and community on campus are fighting for the total liberation of Palestine from the settler colonial state of Israel that is carrying out the unforgivable crime of genocide against the Palestinian people in Gaza where more than 35000 have been martyred. This is after 75 years of constantly expelling them from their homeland, denying them their national rights, and enacting bloody mass violence upon them. We are also fighting against world, in particular Anglo-American and Canadian imperialism that upholds that unjust state of affairs.

We proudly follow in the footsteps of militant students around the world at present, and those who occupied their universities for other liberation efforts in the past, namely the anti-imperialist movement for Vietnam, the Civil Rights and Black Liberation movement, and the movement against Apartheid South Africa and Rhodesia. In 1968 six black students were brutalised at Concordia for protesting racism. We uphold their legacy.

Until liberation and return. From the river to the sea, Palestine will be free!

OUR DEMANDS

DISCLOSE to students the full list of the university's investments and financial and academic ties

DIVEST from all companies on the Boycott, Divestment, and Sanctions (BDS) list and from all defence contractors and weapons manufacturers.

BOYCOTT An academic and cultural boycott of all institutional ties to Israeli companies, goods and universities at UWaterloo and on its premises.

ENDORSERS:

1. UW Voices For Palestine
2. QTPOC KW
3. UW Climate Justice Ecosystem
4. UW Somali Student Association
5. Waterloo Sudanese Students' Association
6. Waterloo Arab Student Association
7. North African Student Association Of Waterloo
8. Waterloo African Student Association
9. UW Indian Cultural Association
10. UWaterloo Chai and Verse
11. Indigenous Student Association at University of Waterloo
12. Egyptian Student Association (ESA)
13. UWaterloo NDP Club
14. UW Black Association for Student Expression
15. UWaterloo Relay for Life

16. University of Waterloo Model United Nations
17. Pakistani Students' Association
18. FemPhys
19. UW Cooking Club
20. UW Bleed Bright
21. Feminist Think Tank
22. Materials & Nanoscience Society
23. Thaçalayn Muslim Association (TMA)
24. UW Pre-Med Club

WLU JOINS THE CALL!

The Student Intifada Lives On!

Wilfrid Laurier University heeds the call of the suffering yet resolute and upstanding people of Gaza and launches an encampment at Gaza (formerly known as Graduate) House.

We the students, faculty, and community on campus are fighting for the total liberation of Palestine from the settler colonial state of Israel that is carrying out the unforgivable crime of genocide against the Palestinian people in Gaza where more than 35000 have been martyred. This is after 75 years of constantly expelling them from their homeland, denying them their national rights, and enacting bloody mass violence upon them. We are also fighting against world, in particular Anglo-American and Canadian imperialism that upholds that unjust state of affairs.

Wilfrid Laurier University is not innocent in this genocide. They remain deeply connected with the University of Waterloo as they share resources, courses, and programs. Their relationship makes WLU complicit in the genocide that continues to inflict terror on thousands of Palestinians. The UW encampment only grows stronger as WLU has joined their campaign in calling on their University to **DISCLOSE, DIVEST** and **BOYCOTT** any and ALL investments in and associations with Israel. We continue to remain united as we demand for liberation!

We proudly follow in the footsteps of militant students around the world at present, and those who occupied their universities for other liberation efforts in the past, namely the anti-imperialist movement for Vietnam, the Civil Rights and Black Liberation movement, and the movement against Apartheid South Africa and Rhodesia. In 1968 six black students were brutalised at Concordia for protesting racism. We uphold their legacy.

Until liberation and return. From the river to the sea, Palestine will be free!

OUR DEMANDS

DISCLOSE to students the full list of the university's investments and financial and academic ties

DIVEST from all companies on the Boycott, Divestment, and Sanctions (BDS) list and from all defence contractors and weapons manufacturers.

BOYCOTT An academic and cultural boycott of all institutional ties to Israeli companies, goods and universities at UWaterloo and on its premises.

ENDORSERS:

1. Palestinian Justice Club
2. Somali Student Association
3. Muslim Student Association (MSA)
4. Laurier Social Justice Club
5. Indigenous Student Association
6. Sudanese Student Association
7. Philosophy Club
8. Middle Eastern Students Association (MESA)

9. NDP Laurier
10. Communications Student Association
11. Creative Writing Society
12. Laurier Students' Public Interest Research Group (LSPIRG)
13. Islamic Relief WLU
14. Laurier Photography Club
15. Laurier Pakistani students association
16. WLU Taylor Swift Society
17. Minds Matter Laurier
18. Branford Laurier MSA
19. Geography and Environmental Studies Students Association
20. Islamic Information Association
21. Laurier Book Club
22. Laurier Sociology Student Association
23. Muslim Chaplaincy Team

University of Waterloo Students Support The Encampment!

Dear President Vivek Goel, AP Students Chris Read, Chancellor Dominic Barton, VP Academic and Provost James Rush, VP Research and International Charmaine Dean, VP Administration and Finance Jacinda Reitsma, AVP Communications Nick Manning,

We, the students at the University of Waterloo, are writing to you expressing our full support of the student encampment and the establishment of Gaza House.

For seven months now, Israel's genocidal campaign has intentionally killed over 35,000 Palestinians, including the families, relatives, and friends of our students. Seven months of incessant bombing, forced starvation, and unimaginable horrors have ensued. Israel has deliberately and systematically destroyed educational institutions, including every university in Gaza. Israel has murdered hundreds of university professors and teachers, including University of Waterloo Guest Scholar Professor Sofyan Taya, along with thousands of students, and has targeted academic, scientific, and intellectual figures in Gaza in a deliberate manner.

Israel's genocide is sustained by the silence and complicity of institutions like the University of Waterloo, which maintains longstanding partnerships and investments in companies that manufacture and supply weapons used against Palestinians in Gaza.

For seven months now, students have collectively voiced their condemnation of the University's complicity in the ongoing genocide in Gaza. Yet, for seven months, the pleas and calls of the students have been ignored, and their voices dismissed. This university has failed to take the concerns of its students seriously and has chosen to disregard their concerns. The students demand immediate action.

We fully support and echo the demands of Occupy UWaterloo to disclose to the students the full list of the university's investments and financial and academic ties, divest from all companies on the Boycott, Divestment, and Sanctions (BDS) list and from all defense contractors and weapons manufacturers, and enforce an immediate academic and cultural boycott of all institutional ties to Israeli companies, goods, and universities at UWaterloo and on its premises.

We refuse to back down from these demands and unequivocally condemn the university's efforts to silence and suppress the voices of its students, who have exhausted all available channels to communicate with the university's leadership, which has refused to engage with our demands meaningfully. Furthermore, we are alarmed by this university's decision to increase surveillance around the encampment and heighten the presence of special constables in the name of our safety. Let us be clear: efforts to surveil students only serve to intimidate and suppress the voices calling to end the genocide in Gaza and this university's complicity and silence.

We call on this university's administration to take immediate action and comply with the students demands. We are calling on you to stand on the right side of history.

Alumni Open Letter in support of student-led Liberated Zone at Gaza House

Dear President Vivek Goel, Chancellor Dominic Barton, AP Students Chris Read, VP Academic and Provost James Rush, VP Research & International Charmaine Dean, and VP Administration & Finance Jacinda Reitsma, AVP Communications Nick Manning,

As University of Waterloo alumni we are voicing our collective condemnation regarding the University's active complicity and silence towards the ongoing genocide in Gaza, and the atrocities committed against the Palestinian people by the settler-colonial state of Israel for over 75 years.

We stand in support of the student encampment, and the establishment of the student-led liberated zone at what has been renamed as Gaza House. We echo their demands to end the University's financial and material complicity in the ongoing genocide. These demands include disclosure, divestment and a full academic and cultural boycott of all institutions and companies supporting the genocide.

Over the past seven months, we have witnessed the ongoing genocide of over 40,000 Palestinians, with over 79,000 wounded, and many more under the rubble and unaccounted for. The settler-colonial state of Israel's latest genocidal campaign in Gaza has targeted every supposed safe route, hospital, university, place of worship, school, journalist, media buildings, aid workers, and aid trucks.

Israel has deliberately targeted educational institutions and educators in what is being called a "scholasticide." This campaign has resulted in the deaths of hundreds, including university presidents, deans, professors, students, and teachers, and has damaged or destroyed over 352 school buildings, severely impacting over 70% of Gaza's education infrastructure. It has systematically murdered leading Palestinian academics, including Professor Sofyan Tayeh, the President of the Islamic University — an award-winning physicist and UNESCO Chair of Astronomy, Astrophysics and Space Sciences in Palestine. Professor Sofyan Tayeh served as a visiting professor at the University of Waterloo from 2021 to 2022. He was a beloved member of the University of Waterloo community and a dedicated educator and researcher who contributed to the very fabric of this institution. However, in the days following his murder by the genocidal state, the senior leaders at the University of Waterloo chose not to mention the fact that one of its professors was brutally murdered by an apartheid state, thereby indicating a double-standard to the larger UW community that the loss of Palestinian lives does not merit a similar response as another life.

The ongoing Nakba faced by Palestinians is perpetuated by the privileged partnerships with and investments in Israeli institutions that manufacture and supply weapons of mass destruction. The University of Waterloo continues to maintain many ties to the genocidal state of Israel, the most notable being with Technion University, often referred to as the research arm of the Israeli military. By sustaining these partnerships, the University of Waterloo is complicit in genocide. Their active involvement in long term partnerships with a genocidal state and apartheid institutions underscores this complicity.

We write this letter as a united alumni community to inform the senior leaders of this institution that we will boycott and divest from the University of Waterloo until all cultural and academic ties with the apartheid state of Israel are severed. The University of Waterloo relies heavily on its alumni body for social, material, and financial benefits. Our support, through donations, networking and alumni events, will be withheld until the University of Waterloo meets the following demands:

1. The University of Waterloo must disclose all of its investments and partnerships

2. The University of Waterloo must immediately divest from all defense contractors, weapons manufacturers, and companies that are complicit in Israeli apartheid and genocide listed on the boycott, divestment, sanctions (BDS) list

3. The University of Waterloo must implement an academic and cultural boycott of all Israeli institutions that are complicit in apartheid

We, the alumni, call for accountability directly from the senior administration, which includes the President and Vice-Chancellor, Vivek Goel. As detailed above. As alumni of the University of Waterloo, we will not be placated by the University's silence or empty statements. Without our tireless labour as former students, this institution would not be known. Without our monetary and social support as alumni, this institution would fall apart. Without our knowledge and research, the University of Waterloo would not be a world-renowned institution.

Our full support and solidarity is with the people of Gaza and with the Palestinian people. We all carry a great responsibility to ensure that our financial and cultural contributions to our institutions do not aid in the genocide and destruction of an entire group of people and land. We will not rest until Palestine is free, until children are no longer found under the rubble of their homes, until a systemic starvation is not underway, until there is a permanent ceasefire, until an apartheid state is not held accountable for its crimes, until there are no bombs in the sky.

The undersigned,

University of Waterloo Alumni

CUPE 5524 Passes a motion in support of the demands

That the union supports the encampment's/students' demands that the university discloses a full list of investments and academic / financial ties, divest immediately from all companies on the BDS National Committee list as well as weapons manufacturers and defence contractors, and boycotts Israeli goods and institutions. The union will express their support through an official statement and open letter.

PSAC 902 supports the demands

PSAC 902 stands in unwavering solidarity with the student encampment at Uwaterloo as they demand an end to the university's complicity in Palestinian genocide. We fully and unequivocally support their commitment to remain steadfast until all their demands are met.

We add our voices to the collective call from labour groups and academic communities across Canada and the United States demanding transparency and accountability from the institutions where we work and study. To the UW administration in particular, we join the many community groups from both UW and WLU in calling for full compliance with the students' demands: **Disclose, Divest, Boycott.**

As Laurier students, we should support our neighbours in whatever ways we can. We encourage the Laurier community to come out and support Gaza House and to take the necessary steps to keep themselves and others safe. Solidarity is our strength. All out to Gaza House!

In Solidarity,

PSAC 902 Executive Committee

UW & WLU Faculty, Librarians and Staff Letter in Support of Student Encampment

As faculty, librarians, and staff at the University of Waterloo and Wilfrid Laurier University, we unequivocally support our students' right to peaceful assembly and protest in solidarity with Palestine. We call on all faculty, librarians, and staff to support our students, and to condemn any form of repression and incrimination that may be directed at them during their peaceful encampment.

At this point, Israel has killed more than 40,000 Palestinians in Gaza, and it is forcibly starving and collectively punishing Palestinians. The current violence against Palestinians is preceded by a long history of Israeli settler colonial violence, occupation, and dispossession.

Everyone working in a university has a duty and obligation to speak out against the campaign of "[scholasticide](#)" in Gaza. Israel has destroyed every single university in Gaza. Hundreds of our Palestinian colleagues, including UW Visiting Scholar Sofyan Taya, have been killed or maimed. Over 100,000 university students have no access to education. This is equivalent to every single post-secondary student in the KW area (Waterloo, Laurier, Conestoga) not being able to attend classes. Over 80% of the entire educational infrastructure in Gaza has been destroyed. This, [according to the UN](#), is an "intentional effort to comprehensively destroy the Palestinian education system."

Our students have come together to peacefully protest and advocate for the human rights of the people of Gaza. Our students are participating in an international conversation that values multifaith communities of care and respect. Our students should be celebrated for their moral courage in standing for peace, human dignity, and life, as they challenge our university administrators who have chosen to remain silent about the dehumanizing levels of violence and insecurity of life imposed upon the people of Gaza.

Our demands mirror the demands already put forward by our students:

1. We call on our universities to **protect and respect the right of students to peacefully protest** without harm, intimidation, or the threat of police violence. We support their right to protest and the right of students to criticize and oppose our university's relationship with Israeli institutions. We urge our university administrations to meet with the student leaders to discuss their demands, as they are requesting, and productively enact change in response to their demands.
2. We call on our university administrations to publicly commit to forming committees to work with our **Scholars at Risk** programs and establish a stream to facilitate the nomination of Palestinian students and scholars via the [Palestinian Students and Scholars at Risk Program](#).
3. We call upon our faculty, librarian, and staff associations (such as FAUW, RAAS, SJUASA & WLUFA) to, where applicable, also disclose and divest all funds and investments from all companies complicit in Israeli apartheid, occupation, and genocide.
4. Following the recent decisions made by the general bodies of faculty associations (Renison Association of Academic Staff on [April 25](#) & Wilfrid Laurier University Faculty Association on [April 18](#)), and in support of our students' demands, we call on our university administrations to:
 - **Disclose** and **divest** all university funds and investments (including pensions) from all companies complicit in Israeli apartheid, occupation, and genocide; and
 - Terminate all academic and research partnerships with Israeli universities that operate in the illegal settlements in occupied Palestinian territories, or sustain or support Israel's apartheid policies and its ongoing genocide in Gaza, such as UW's partnership with [Technion-Israel Institute of Technology](#).

We, the undersigned, stand in solidarity with our brave students:

1. Kim Hong Nguyen, Associate Professor, UW
2. Greg Bird, Associate Professor, WLU
3. Vinh Nguyen, Associate Professor, UW
4. Sara Matthews, Faculty, WLU
5. Jasmin Zine, Professor, WLU
6. Nasser Mohieddin Abukhdeir, Associate Professor, UW
7. Jessica Joy Cameron, Faculty (Contract), WLU
8. Steve Wilcox, Assistant Professor, WLU
9. Neil Balan, Contract Teaching Faculty, WLU
10. Heather Smyth, Associate Professor, UW
11. Natasha Pravaz, Associate Professor, WLU
12. Adan Jerreat-Poole, Assistant Professor, UW
13. Hillary Pimlott, Associate Professor, WLU
14. Alexandra Boutros, Associate Professor, WLU
15. Clarice Kuhling, Contract Faculty, WLU
16. Nathan Rambukkana, Associate Professor, WLU
17. Milo Sweedler, Professor, WLU
18. Penelope Ironstone, Associate Professor, WLU
19. Gerald Voorhees, Associate Professor + Department Chair, UW
20. Alex Levant, Contract Faculty, WLU
21. Craig Fortier, Associate Professor, UW
22. Sue Ferguson, Faculty (emerita), WLU
23. Jordana Cox, Assistant Professor, UW
24. Nazli Akhtari, Assistant Professor, UW
25. Frankie Condon, Associate Professor, UW
26. Jay Dolmage, Professor, UW
27. Peter Eglin, Professor Emeritus, WLU
28. Nomair Naeem, Faculty, UW
29. Ardavan Eizadirad, Assistant Professor, WLU
30. Mariam Pirbhai, Professor, WLU
31. Kim Rygiel, Professor, WLU
32. Ehaab D. Abdou, Assistant Professor, WLU
33. Todd Gordon, Associate Professor, WLU
34. Kevin Carey, Continuing Lecturer, UW
35. Stacey Hannem, Professor, WLU
36. Helen Ramirez, Contract Faculty, WLU
37. Amilah Baksh, Sessional Instructor, WLU
38. Abderrahman Beggar, Professor, WLU
39. Samer Al-Kiswany, Associate Professor, UW
40. Honor Brabazon, Associate Professor, St. Jerome's, UW
41. Zabedia Nazim, Contract Faculty, WLU
42. Ali Zaidi, Associate Professor, WLU
43. Emma Alderman, Technical Coordinator TofA, UW
44. Maissaa Almustafa, Lecturer, UW
45. Ann Marie Beals, Assistant Professor, WLU
46. Natalie Kivell, Assistant professor, WLU
47. Paula Butler, Sessional Instructor, WLU
48. Audra Mitchell, Professor, WLU
49. Keri Cheechoo, Assistant Professor, WLU
50. Tamer Ozsü, University Professor, UW
51. James Cairns, Associate Professor, WLU

52. Semih Salihoğlu, Associate Professor, UW
53. Edmund Pries, Associate Professor, WLU
54. Katie Honek, Coordinator, UW
55. Marcia Oliver, Associate Professor, WLU
56. Adam Lewis, Contract Faculty, WLU
57. Patricia Molloy, Contract Faculty, WLU
58. Percy Lezard, Associate Professor, WLU
59. Ciann L. Wilson, Associate Professor, WLU
60. Stephen Svenson, Contract Faculty, WLU
61. Sarah Klein, Assistant Professor, UW
62. Anna Cunningham, Academic Services Coordinator, UW
63. Bojana Videkanic, Associate Professor, UW
64. Susan Brophy, Associate Professor, UW
65. Sara Perkins, Communications and Memberships Services Officer, UW
66. Aparajita Bhandari, Assistant Professor, UW
67. Paule Charland, Adjunct Faculty, UW
68. Rachel Anderson, Academic Advisor, UW
69. Alison Murray, Library Staff, UW
70. Laura Ashfield, Career Advisor, UW
71. Judith Nicholson, Associate Professor, WLU
72. Linda Zhang, Assistant Professor, UW
73. Anna Drake, Associate Professor, UW
74. Johonna McCants-Turner, Associate Professor, UW
75. Nick Bendo, Technician, UW
76. Shannel Noseworthy, Academic Services Coordinator, UW
77. Sarah Turnbull, Assistant Professor, UW
78. Martha Lauzon, Library staff, UW
79. Tanya Pompilio, Staff, UW
80. Anh Ngo, Associate Professor, WLU
81. Luke Balch, Academic Advisor, UW
82. Catalina Garcia, Undergraduate Coordinator & Advisor, UW
83. Amr El Alfy, Assistant Professor, UW
84. Laura Enns, Museum Host, UW
85. Carol Acton, Professor, UW
86. Miljana Kovacevic, Administrative Manager, UW
87. Andy Houston, Associate Professor and Associate Chair of Theatre and Performance, UW
88. Maya D'Alessio, Data Analyst, UW
89. Taha Gilani, Staff - Data Analyst, UW
90. Becky Verdun, Accommodation Consultant, WLU
91. Omar M. Ramahi, Professor, UW
92. Jessica Huang, Undergraduate Advisor, UW
93. Nick Garside, Contract Faculty, WLU
94. Katy Fulfer, Associate Professor, UW
95. Michael Gordon, Postdoc, WLU
96. Olivia Vanderwal, Digital Communications Specialist, UW
97. Nadine Quehl, Senior Manager, Knowledge Mobilization and Partnerships, UW
98. Emma Dunn, Writing and Communication Advisor, UW
99. Anum Urooj-Sage, Field Advisor and Placement Coordinator, WLU

100. Nadeem Lawji, Resource Sharing Coordinator, UW
101. Doaa Elfayoumi, Information System Specialist, UW
102. Vivienne Hang, Staff, UW
103. Maya El-Baltaji, Undergraduate Advisor & Operations Coordinator, UW
104. Calyssa Burke, Research Equity Advisor, UW
105. Devin Herman, PhD Administrative Coordinator, UW
106. Monica Darroch, Career Advisor, UW
107. Eric Praetzel, Network Specialist, UW
108. Michele Martin, Staff, UW
109. Victoria Cotton, Academic Services Coordinator, UW
110. Khaled Ammar, Instructor, UW
111. Suzan Ilcan, Professor, UW
112. Taylor Pacholko, Outreach Coordinator & Classroom Demonstrator, UW
113. Becca Tanouye, Outreach and Enrichment Specialist, UW
114. Kierra Young, Career Advisor, UW
115. Georgia Graves, Staff, UW
116. Steffanie Scott, Professor, UW
117. Kristin Snell, Staff, UW
118. Khyati Nagar, Educational Developer, UW
119. Farah Mohd Fadzil, Career Education Liaison, UW
120. Crystal Cooper, Academic Services Coordinator, UW
121. Debra Chapman, Faculty, WLU
122. Julie Kate Seirlis, Faculty, UW
123. Clare Bermingham, Director, UW
124. Aula Al Muslim, Postdoc, UW
125. Nadine Fladd, Manager, Graduate Student and Postdoctoral Fellow Programs, UW
126. Joy Harris, Staff, Admin. Coordinator, UW
127. Zainab Mahmood, Staff, UW
128. Maureen Drysdale, Professor, UW
129. Farhia Hussein, Computing Consultant, UW
130. Laine Young, Contract Teaching Faculty, WLU
131. Rania Ibrahim Ambrad, Counsellor, UW
132. Lisbeth Berbary, Associate Professor, UW
133. Laura Girard, Library Staff, UW
134. Meghan Ashdown, Operations and Marketing Coordinator, UW
135. Bushra Shaikh, Faculty, WLU
136. Kishori Opatha, Staff, UW
137. Rashmee Singh, Associate Professor, UW
138. Nestor Mahkno, Staff, UW
139. Johanna Whitson, Librarian, UW
140. Garry Potter, Professor, WLU
141. Emma Vossen, Research Communications Officer, UW
142. Rowland Keshena Robinson, Assistant Professor, UW
143. Alana Cattapan, Assistant Professor, UW
144. Mark Allinson, Staff, UW
145. Aishah Awan, Staff, WLU
146. Alexandra Rideout, Staff, UW
147. Elise Vist, Staff, UW
148. Karen Davidson, Resource Sharing Staff, UW
149. Bree Akesson, Associate Professor, WLU
150. Mike Bratton, Contract Faculty, WLU

151. Quan Thai, Teaching Fellow, UW
152. Zoe Tipper, Manager, Communications, UW
153. Jennifer Root, Associate Professor, WLU
154. Adam Molnar, Assistant Professor, UW
155. James Nugent, Continuing Lecturer, UW
156. Lirondel Cheyne-Hazineh, Contract Teaching Faculty, WLU
157. Shana MacDonald, Associate Professor, UW
158. Maryam Khan, Faculty, WLU
159. Lily Viggiano, Project Manager, UW
160. Stephanie Kears, Co-op Student Experience Manager, UW
161. Bibi Baksh, Faculty/contract, WLU
162. Tammy Kavanaugh, Library Supervisor, UW
163. Adria Joel, Counsellor, UW
164. Brianna Wiens, Assistant Professor, UW
165. Daniel Harley, Assistant Professor, UW
166. Stephanie Bailey, Career Advisor, UW
167. Joanna Sinn, Adjunct Assistant Professor, UW
168. Nicholas Ray, Lecturer, UW
169. Jan Boomhouwer, Alumni Relations Officer, WLU
170. Chizuru Nobe-Ghelani, Assistant Professor, UW
171. Susan Cadell, Faculty, UW
172. Samantha Clarke, Lecturer, UW
173. Emily Paquette-Leahy, Student Advisor, UW
174. Margaret F. Gibson, Associate Professor, UW
175. Jim Perretta, Contract Faculty, UW
176. Laura Mae Lindo, Assistant Professor, UW
177. Jeff Wilson, Professor, UW
178. Katie Cook, Instructor, Renison University College, UW
179. Douglas E. Cowan, Professor, UW
180. Rob Hicks, Operations Manager, UW
181. Kate Steiner, Assistant Professor, UW
182. David Lubell, Adjunct Professor, UW
183. Mary Jackes, Adjunct Professor, UW
184. Sara Gallagher, Sessional Lecturer, UW
185. Jennifer Liu, Associate Professor, UW
186. Secil Dagtas, Associate Professor, UW
187. Samir Elhedhli, Professor, UW
188. Ann Curry-Stevens, Professor, WLU
189. Fatma Gzara, Professor, UW
190. Andrew McMurry, Professor, UW
191. Umair Shah, Faculty, UW
192. Chris Hiller, Assistant Professor, UW
193. Angela Rooke, Staff, UW
194. Elisabetta Paiano, Social Media & Digital Communications Officer, UW
195. Reid McRob, Staff, UW
196. Eihab Abdel-Rahman, Professor, UW
197. Katherine Bruce-Lockhart, Assistant Professor, UW
198. Erin Hogan, Staff, UW
199. Heena Mistry, Faculty, WLU
200. Suleiman Salih, Staff, WLU
201. Richard T. G. Walsh, Professor Emeritus, WLU

202. Sarah Lang, Electrical Engineer, UW
203. Ashley Lebner, Associate Professor, WLU
204. Nancy Worth, Associate Professor, UW
205. Anastasia Rose, Research Assistant, UW
206. Trish Van Katwyk, Associate Professor, UW
207. Giselle Dias, Faculty, WLU
208. Dhriti Guliani, Staff, UW
209. Karim S Karim, Professor, UW
210. Anika Williams-Hewitt, Career Advisor, UW
211. Sinem Ozkardas, Staff, UW
212. Debora VanNijnatten, Professor, WLU
213. Tonya Elliott, Associate Director, UW
214. Mario Boido, Associate Professor, UW
215. Shohini Ghose, Professor, WLU
216. Humera Javed, Contract Faculty, WLU
217. Sonia Meerai, Faculty, WLU
218. Sandra Dalpe, Administration Coordinator, WLU
219. Dana Sawchuk, Professor, WLU
220. Jessica Hutchison, Assistant Professor, WLU
221. Shaunasea Brown, Assistant Professor, WLU
222. Pia Grizzle, Academic Advisor and Awards Coordinator, UW
223. Becky Anderson, Career Advisor, UW
224. Phil Miletic, Career Advisor, UW
225. Laura Gordon, Staff, UW
226. Jermal A Jones, Associate Director, EDIA , UW
227. Patricia Marino, Professor, UW
228. Deanna Yerichuk, Assistant Professor, WLU
229. Laura Pin, Assistant Professor, WLU
230. Ian Roderick, Associate Professor, WLU
231. Maria Sandoval, Staff, UW
232. Maritt Kirst, Associate Professor, WLU
233. Erich Fox Tree, Faculty, WLU
234. Slim Boumaiza, Professor, UW
235. Hanan Abdullatif, Sessional Instructor, WLU
236. Izabela Steflja, Assistant Professor, WLU
237. Nada Alshehabi, Staff, UW
238. Ellen Russell, Associate Professor, WLU
239. Katrin Roots, Assistant Professor, WLU
240. Hari KC, Contract Faculty, WLU
241. Gissele Taraba, Contract Faculty, WLU
242. Elizabeth McGill, Staff, UW
243. Andrea Daley, Professor, UW
244. Colleen Kim Daniher, Assistant Professor, WLU
245. Sam Sprizzi, Staff, UW
246. Lucy Luccisano, Associate Professor, WLU
247. Regina Vera-Quinn, Lecturer, UW
248. Kim Penner, Adjunct Instructor, UW
249. Lamees Al Ethari, Faculty, UW
250. George Nichols, Research Associate, UW
251. Stavros Stavroulias, Staff, UW
252. Natasha Poley, Communications and Outreach Officer, UW

253. Jesse Blackwell, Librarian, UW
254. Rebecca Godderis, Associate Professor, WLU
255. Jordan B. Kinder, Assistant Professor, WLU
256. Kevin Burrell, Associate Professor, WLU
257. RJ Lepage, Computing Consultant, UW
258. Madelaine Hron, Associate Professor, WLU
259. Malak, Student Engagement Coordinator, UW
260. Fatih Safa Erenay, Associate Professor, UW
261. Carter Neal, Continuing Lecturer, UW
262. Jesse Blackwell, Librarian, UW
263. Kassandra Lenters, Staff, UW
264. Greig de Peuter, Associate Professor, WLU
265. Karen Stote, Assistant Professor, WLU
266. Nuha Dwaikat-Shaer, Assistant Professor, WLU
267. Ola Idris, Community Engagement Manager, UW
268. Selcuk Onay, Associate Profess, UW
269. Zoe Cleeves, Instructor, UW
270. Tarah Brookfield, Associate Professor, WLU
271. Kari Brozowski, Associate Professor, WLU
272. Lara El Mekai, Contract Faculty, UW
273. Kimberly Ellis-Hale, Contract Faculty, UW
274. Ramanpreet A. Bahra, Contract Faculty, UW
275. Maher Ahmed, Associate Professor, WLU
276. Paul Fagan, Library Associate, WLU
277. Christopher Lowry, Associate Professor, UW
278. Bintou Barrow, Staff, UW
279. Valerie Uher, Sessional Instructor, UW
280. Jazz Fitzgerald, Student Equity & Community Manager, UW
281. Quinn Andres, Library Staff, UW
282. Luis Jaimes-Domiguez, Faculty, UW
283. Sarah Menzies, Anti-racism Specialist, UW
284. Eden Mekonen, Senior Training Specialist, UW
285. Kyla Campbell, Academic Scheduling Coordinator, UW
286. David Neufeld, Assistant Professo, UW
287. Alex Latta, Associate Professor, WLU
288. Sam Germann, Student Leadership Development Specialist, UW
289. Rania Al-Hammoud, Faculty, UW
290. Mustafa Yavuz, Professor, UW
291. Anders Bergstrom, Lecture (Associate Chair), UW
292. Jorge Castañeda, Instructor, UW
293. Jessica Parris, Admissions Process, Analyst, UW
294. Brendon Larson, Professor, UW
295. Benny Skinner, Indigenous Research Advisor, UW
296. Melody Morton Ninomiya, Assistant Professor, WLU
297. Typer Hampton, Postdoc, UW
298. Jenna Hennebry, Professor, WLU
299. Eric Lepp, Assistant Professor, UW
300. Erin Dej, Associate Professor, WLU
301. Jonathan Finn, Professor, WLU
302. Manuel Riemer, Professor, WLU
303. Alicia Sliwinski, Associate Professor, WLU

304. Shanna Howse, Administrative Coordinator, WLU
305. Jade Hill, Indigenous Research Advisor, UW
306. Adrianna Tassone, Staff, UW
307. Sacha Geer, Manager, UW
308. Cameron McKenzie, Assistant Professor, WLU
309. Lauren Smith, Sessional Faculty, UW
310. Jeremy Hunsinger, Associate Professor, WLU
311. Besty Brey, Sessional Instructor, UW
312. Emma Arppe-Robertson, Staff, UW
313. Adrian Blackwell, Associate Profess, UW
314. Brent Hagerman, Contract Faculty, WLU
315. Felicia Waterodt, Admin & Research Coordinator, UW
316. Lisa Wood, Associate Professor, WLU
317. Sohaila Isaqzai, Contract Faculty, WLU
318. Michael Woodford, Professor, WLU
319. Qian Wei, Assistant Professor, WLU
320. Christina Mancini, Scheduling Specialist, UW
321. Andrea Collins, Associate Professor, UW
322. Simona Pruteanu, Associate Professor, WLU
323. Melissa Johnson, Sessional Instructor, UW
324. Elizabeth Clarke, Staff, WLU
325. Jay Havens, Assistant Professor, UW
326. Washington Silk, 2SLGBTQ+ Student Support Counsellor, UW
327. Mahdi Beedel, Postdoctoral Researcher, UW
328. Seyed Behzad Behraves, Postdoctoral Researcher, UW
329. Rebekah Rempel, Coordinator, WLU
330. Kunal Karkanis, Staff, UW
331. Briana Oenputera, Records Coordinator, UW
332. Sana Ahmad, Instructor, UW
333. Rachel Jung, Multimedia Design Specialist, UW
334. Eloise Fan, Theatre Staff, UW
335. Graeme Beaton, Staff, UW
336. Andrea Bale, Communications & Engagement Manager, UW
337. Martine August, Associate Professor, UW
338. Ambreen Husain, Staff, UW
339. Molly Fernhill, Career Advisor, UW
340. Pamela Maria Schmitt, Interdisciplinary Project and Coms Manager, UW
341. Sabinra Yorke, Development Officer, WLU
342. Swaroopa Reddy, Lecturer, UW
343. Maha Eid, Staff, UW
344. Sarah Badran, Career Advisor, UW
345. Mina Momeni, Assistant Professor, UW
346. Rebecca Rooney, Associate Professor, UW
347. Amy Smoke, Sessional Instructor, UW
348. Hoda Fahmy, Research Scientist, UW
349. Morgan Holmes, Professor, WLU
350. Andrea Chittle, Adjunct Assistant Professor, UW
351. Colin Hastings, Assistant Professor, UW
352. Any Houston, Associate Professor, UW
353. Tara Kleinsteuber, Staff, UW
354. Paulina Cisneros, Career Advisor, UW

- 355. Marta Berbes, Assistant Professor, UW
- 356. Anne Brackenbury, Senior Editor WLU Press, WLU
- 357. Julia Roberts, Associate Professor, UW
- 358. Marisa Buettel, Academic Advisor, UW
- 359. Jennifer Whitson, Associate Professor, UW
- 360. Savannah Edwards, Wetland Field Technician, UW
- 361. Ashley Irwin, Sessional Instructor, UW
- 362. Luna Khifan, Associate Professor, UW
- 363. Erin Hodson, Contract Faculty, WLU
- 364. Janice Barry, Associate Professor, UW
- 365. Brenda Polar, Lecturer, UW
- 366. Nashmia Amir, Staff, UW
- 367. Dawn Cassandra Parker, Professor, UW
- 368. Tori Coles, Marketing & Coms Coordinator, UW
- 369. Wendy Philpott, Staff, UW
- 370. Jeff Heydon, Contract Faculty, WLU
- 371. Megan Jordan, Research Technician, UW
- 372. Yasmin Wallace, Project Coordinator, UW
- 373. Anna Purkey, Associate Professor, UW
- 374. Naila Keleta-Mae, Associate Professor, UW
- 375. Andrea Quinlan, Associate Professor, UW
- 376. Tara Bissett, Assistant Professor, UW
- 377. lois andison, Professor, UW
- 378. Linda Quirke, Sociology, UW
- 379. Sarah, Staff, UW
- 380. Nathan Funk, Associate Professor, UW
- 381. Ketan Shankardass, Associate Professor, WLU
- 382. Lubaba Hoque, Marketing and Communications Specialist, UW
- 383. Tanya Snyder, Staff, UW
- 384. Misty Matthews-Roper, Administrative assistant, WCGS, UW
- 385. Alicia Batten, Professor, UW
- 386. Marsha Hinds Myrie, Instructor, UW
- 387. Shilan Woldemariam, Career Advisor, UW
- 388. Tara Cooper, Associate Professor, UW
- 389. Maryam Ahmed, Sessional instructor, UW
- 390. Anupama Aery, Career Advisor, UW
- 391. Sue Senior, Staff (Casual Employee), UW
- 392. Wendy Irving, Records and Admissions Systems Analyst, UW
- 393. Paige Doherty, Staff, UW
- 394. Ivan Jurakic, Director/Curator, UW
- 395. Lauren Fitzgerald, Staff, UW
- 396. Sara Anderson, Senior Manager, Indigenous Research, UW
- 397. Alex Shave, Staff, UW
- 398. Steven Restagno, Life Drawing Facilitator, UW
- 399. Jordyne, Faculty, UW
- 400. Josslyn Gabriel, Staff, UW
- 401. Dawn Dietrich, Senior Research Associate, WLU
- 402. Issa Gonzalez-Peltier Leogal, Career Advisor, UW
- 403. Sophia Diebold, Staff, UW
- 404. Mohamad Araji, Associate Professor, UW

Mike Grivicic

Subject: FW: materials to include in the special meeting (Jun 10, 2024) agenda
Attachments: 4. Letter to UW senate from B'nai Brith Canada_Jun 09, 2024.pdf; 5. Educational materials provided by CIJA.pdf
Importance: High

From: David Simakov <dsimakov@uwaterloo.ca>
Sent: Monday, June 10, 2024 8:37 AM
To: Gen Gauthier-Chalifour <gen.gauthier-chalifour@uwaterloo.ca>
Cc: Hector Budman <hbudman@uwaterloo.ca>; Mike Grivicic <mgrivicic@uwaterloo.ca>
Subject: RE: materials to include in the special meeting (Jun 10, 2024) agenda
Importance: High

Hi Gen,

To follow up, I am attaching two additional documents to include in the special senate meeting agenda:

4. Letter to UW senate from B'nai Brith Canada_Jun 09, 2024: This letter from B'nai Brith Canada (<https://www.bnaibrith.ca/>) directly addresses the agenda of the upcoming UWaterloo Senate meeting (Monday, Jun 10th, 2024).

5. Educational materials provided by CIJA: This document contains links to Educational materials provided to me by CIJA (The Centre for Israel and Jewish Affairs, <https://www.cija.ca/>) with regards to the matters which are included in the agenda of the special UWaterloo senate meeting on Jun 10, 2024.

*** Please, confirm the receipt and that these materials will be included in the meeting agenda/distributed to UWaterloo senators. ***

Thank you!
David

David Simakov, Ph.D.
Associate Professor
Department of Chemical Engineering
University of Waterloo
Waterloo Institute for Sustainable Energy
<https://uwaterloo.ca/chemical-engineering/about/people/dsimakov>

200 University Avenue West, E6-2020
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+1 519 888 4567 ext. 37048

Educational materials provided by CIJA (The Centre for Israel and Jewish Affairs, <https://www.cija.ca/>) with regards to the matters which are included in the agenda of the special UWaterloo senate meeting on Jun 10, 2024:

- [https://www.cija.ca/bds is a peaceful movement](https://www.cija.ca/bds-is-a-peaceful-movement)
- [https://www.cija.ca/zionism is racism](https://www.cija.ca/zionism-is-racism)
- [https://www.cija.ca/myth the jewish people are white settler colonialists who have no connection to the land of israel](https://www.cija.ca/myth-the-jewish-people-are-white-settler-colonialists-who-have-no-connection-to-the-land-of-israel)
- [https://www.cija.ca/palestinian terrorism is a justified response to the conditions israel has imposed on palestinians](https://www.cija.ca/palestinian-terrorism-is-a-justified-response-to-the-conditions-israel-has-imposed-on-palestinians)
- [https://www.cija.ca/myth israel is an apartheid state](https://www.cija.ca/myth-israel-is-an-apartheid-state)
- [https://www.cija.ca/myth israel is committing genocide and ethnic cleansing against the palestinians](https://www.cija.ca/myth-israel-is-committing-genocide-and-ethnic-cleansing-against-the-palestinians)
- <https://www.ngo-monitor.org/key-issues/bds/about/>
- <https://spme.org/activities/cary-nelson-on-hate-speech-and-academic-freedom-the-antisemitic-assault-on-basic-principles/28078/>