

Godfrey, Sonora HLTH:EX

From: s.22
Sent: August 11, 2021 2:29 PM
To: XT:President, UBC AEST:IN; Buchholz, Marcia; OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; XT:Provost, UBC AEST:IN; Carry, Ainsley; Finlay, Sara-Jane; Wood, Janine; Wright, Handel; UBC Chancellor Correspondence; Equity Office Human Rights; XT:Vice Chancellor, UBC Deputy AEST:IN; McKenzie, Nancy; Cawley, Sandra; Brewin, Alison; Dusangh, Jessie; Gopal, Raghwa; Gillanders, Chaslynn; Lalani, Azim; Solomon, Joel; Sundhu, Bill; Holmes, Max; Kindler, Anna; Klironomos, John; Mac Lean, Mark; Toor, Kavie; Udzenija, Nicole; Yee, Georgia; AAPS Office; bcgeuinfo@bcgeu.ca; cupe116@cupe116.com; administration@cupe2278.ca; Hodson, C Leslie (cupe2950.ca); Richardson, Alan; deenar@interchange.ubc.ca; UBC Faculty Association
Cc: OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; Eby.MLA, David LASS:EX; Carry, Ainsley; Finlay, Sara-Jane; Wright, Handel
Subject: My concerns about UBC's Return to Work Mandate and Safety on Campus

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Dear President Ono, Marcia Buchholz, and all others included herein ...

My apologies, as I just received this invitation to voice my concerns because I've been sending emails of reliable news and research sources to colleagues all over campus regarding the Delta variant.

s.22 I thought I'd seen it all before the pandemic struck last Winter 2020. I was one of the first concerned persons on campus in January 2020 because pre-service teachers were literally 'dropping like flies' in our Teacher Education Program courses. At first, in January-early February, people called it a 'flu' – we soon learned what it really was, Covid 19.

I am writing to you as a UBC community member who is deeply concerned about the Return to Work Mandate being proposed for September 2021 at UBC. I am also distressed by the Return to Work Mandate sent to me in mid-July and the fact that we have not received a formal follow up to that email.

I will be teaching^{s.22} in a relatively small classroom space in Scarfe 1317. In a typical class session s.22
s.22 I'll also be teaching a s.22 all of whom are vaccinated—in-service teachers fought hard to get to the front of the line to be vaccinated, yet UCB seems unconcerned with the situation at hand.

While a sequenced, gradual return to in-person activities on campus is desired by many, including myself, I have significant concerns regarding UBC's current plans.

(1) While testing is important, it's often too late and after the fact unless it is mandatory for everyone on campus, on a weekly basis. (2) The high transmissibility of the Delta variant (which can be transmitted even by fully vaccinated individuals) has led to a reinstatement of mask mandates in many jurisdictions. (3) SINGING and sharing un-sanitized instruments is the 'best way' to transmit Covid—s.22 (4)
The “vaccination gap” between UBC and the surrounding health authority (given lower vaccination rates of younger age groups as well as lower vaccination rates of international students) creates a high-risk situation on campus, particularly in September and October. (5) Leading universities in Canada (McGill, the University of Toronto) have implemented much more stringent policies, including vaccine mandates, mandatory masking, and requiring community members to disclose their vaccination status. (6) Immunocompromised folks and their families, caregivers, and disabled members of the UBC community, as highlighted by the UBC Disability Affinity Group, require specific accommodations and stronger safeguards. Many such accommodations and safeguards are being implemented on campuses across North America and indeed beyond.

Why not at UBC?

I am strongly in favour of a vaccine mandate, with appropriate exemptions for religious and medical reasons, whereby unvaccinated individuals can continue to come to campus, but must wear masks and undergo regular COVID testing, as is the norm on many campuses across North America.

I am strongly in favour of mandatory masking, a minimum ventilation standard, cohorts, and social distancing in classrooms and all other spaces on campus.

I plan to teach with a KN95 mask on at all times and have used professional development funds to purchase a Sennheiser headset microphone and JBL Eon One Compact PA system to effectively sing and speak in classes this year. I pray that this, as well as frequent hand washing and distancing as much as possible, will be enough to protect me.

I also plan to teach outdoors, WEATHER PERMITTING, as much as possible, before we experience a massive outbreak on campus. God help us all ... when, *not if*, that happens. Please, I urge you all to get moving on a realistic plan of action.

I look forward to your response.

Sincerely,

s.22

s.22

A

R

Godfrey, Sonora HLTH:EX

From: s.22
Sent: August 13, 2021 6:27 PM
To: XT:President, UBC AEST:IN; Buchholz, Marcia; OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; XT:Provost, UBC AEST:IN; Carry, Ainsley; Finlay, Sara-Jane; Wood, Janine; Wright, Handel; UBC Chancellor Correspondence; Equity Office Human Rights; XT:Vice Chancellor, UBC Deputy AEST:IN; McKenzie, Nancy; Cawley, Sandra; Brewin, Alison; Dusangh, Jessie; Gopal, Raghwa; Gillanders, Chaslynn; Lalani, Azim; Solomon, Joel; Sundhu, Bill; Holmes, Max; Kindler, Anna; Klironomos, John; Mac Lean, Mark; Toor, Kavie; Udzenija, Nicole; Yee, Georgia; AAPS Office; bcgeuinfo@bcgeu.ca; cupe116@cupe116.com; administration@cupe2278.ca; Hodson, C Leslie (cupe2950.ca); Richardson, Alan; deenar@interchange.ubc.ca; UBC Faculty Association
Subject: Concerns about UBC's Return to Work Mandate and Safety on Campus

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Aug. 13, 2021

Dear President Ono and Marcia Buchholz:

My name is s.22

I am writing to you as a member of the UBC community who is deeply concerned about the Return to Work Mandate being proposed for September 2021 at UBC.

While a sequenced, gradual return to in-person activities on campus is desired by many, I have significant concerns regarding UBC's current plans. s.22
s.22

The high transmissibility of the Delta variant (which can be transmitted even by fully vaccinated individuals) has led to a reinstatement of mask mandates in many jurisdictions. If we have high surge in cases in the fall and winter due to the Delta variant, it can affect international travel restrictions again. Then I will have no or a very complicated and limited chance of visiting my old parents s.22

Leading universities in Canada (McGill, the University of Toronto) have implemented much more stringent policies, including vaccine mandates, mandatory masking, and requiring community members to disclose their vaccination status. Immunocompromised folks and their families, caregivers, and disabled members of the UBC community, as highlighted by the UBC Disability Affinity Group, require specific accommodations and stronger safeguards. Many such accommodations and safeguards are being implemented on campuses across North America and indeed beyond. Why not at UBC?

I am strongly in favour of a vaccine mandate, with appropriate exemptions for religious and medical reasons, whereby unvaccinated individuals can continue to come to campus, but must wear masks and undergo regular COVID testing, as is the norm on many campuses across North America.

I look forward to your response.

Sincerely,

s.22

Godfrey, Sonora HLTH:EX

From: s.22
Sent: August 11, 2021 4:34 AM
To: Todd, Rebecca
Cc: XT:President, UBC AEST:IN; OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; XT:Provost, UBC AEST:IN; Carry, Ainsley; Finlay, Sara-Jane; Wood, Janine; Wright, Handel; UBC Chancellor Correspondence; Equity Office Human Rights; XT:Vice Chancellor, UBC Deputy AEST:IN; McKenzie, Nancy; Cawley, Sandra; Brewin, Alison; Dusangh, Jessie; Gopal, Raghwa; Gillanders, Chaslynn; Lalani, Azim; Solomon, Joel; Sundhu, Bill; Holmes, Max; Kindler, Anna; Klironomos, John; Mac Lean, Mark; Toor, Kavie; Udzenija, Nicole; Yee, Georgia; AAPS Office; bcgeuinfo@bcgeu.ca; cupe116@cupe116.com; administration@cupe2278.ca; Hodson, C Leslie (cupe2950.ca); Richardson, Alan; deenar@interchange.ubc.ca; UBC Faculty Association
Subject: Re: Concern about UBC's Return to Work Mandate

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Thanks for your email.

Sent from my iPhone

On Aug 10, 2021, at 7:32 PM, Todd, Rebecca <becket.todd@psych.ubc.ca> wrote:

Dear President Ono and Marcia Buchholz:

My name is s.22

. I am writing to you as a member of the UBC community who is deeply concerned about the Return to Work Mandate being proposed for September 2021 at UBCs.22

While a sequenced, gradual return to in-person activities on campus is desired by many, I have significant concerns regarding UBC's current plans. The primary concerns are as follows:

- The high transmissibility of the Delta variant (which can be transmitted even by fully vaccinated individuals) has led to a reinstatement of mask mandates in many jurisdictions and the need to maintain physical distancing and ventilated spaces even for fully vaccinated individuals.

- UBC is NOT a microcosm of the BC Lower Mainland by any means. It is an international university. The “vaccination gap” between UBC and the surrounding health authority (given lower vaccination rates of younger age groups as well as lower vaccination rates of international students) creates a high-risk situation on campus, particularly in September and October.
- Leading universities in Canada (McGill, the University of Toronto) have implemented much more stringent policies, including vaccine mandates, mandatory masking, and requiring community members to disclose their vaccination status.
- Immunocompromised folks and their families, caregivers, and disabled members of the UBC community, as highlighted by the UBC [Disability Affinity Group](#), require specific accommodations and stronger safeguards. Many such accommodations and safeguards are being implemented on campuses across North America and indeed beyond. Why not at UBC?

My back-to-campus recommendations are as follows:

- I am strongly in favour of a vaccine mandate, with appropriate exemptions for religious and medical reasons, whereby unvaccinated individuals can continue to come to campus, but must wear masks and undergo regular COVID testing, as is the norm on many campuses across North America.
- I am strongly in favour of mandatory masking, a minimum ventilation standard, cohorts, and social distancing in classrooms and all other spaces on campus.
- I am strongly in favour of allowing online learning and teaching (a “hybrid” fall term), which will enhance campus safety through enabling social distancing and cohorts. This will also ensure that we do not create inadvertent incentives for students to come to class while ill, or while they are supposed to be self-isolating or quarantining.

I look forward to your response.

Sincerely,

s.22

Godfrey, Sonora HLTH:EX

From: s.22
Sent: August 17, 2021 1:29 AM
To: XT:President, UBC AEST:IN; marcia.buchholz@ubc.ca
Cc: OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; XT:Provost, UBC AEST:IN; ainsley.carry@ubc.ca; sara-jane.finlay@ubc.ca; janine.wood@ubc.ca; handel.wright@ubc.ca; chancellor.correspondence@ubc.ca; humanrights@equity.ubc.ca; XT:Vice Chancellor, UBC Deputy AEST:IN; nancy.mckenzie@ubc.ca; sandra.cawley@ubc.ca; alison.brewin@ubc.ca; jessie.dusangh@ubc.ca; raghwa.gopal@ubc.ca; chaslynn.gillanders@ubc.ca; azim.lalani@ubc.ca; joel.solomon@ubc.ca; bill.sundhu@ubc.ca; max.holmes@ubc.ca; anna.kindler@ubc.ca; john.klironomos@ubc.ca; mark.maclean@ubc.ca; kavie.toor@ubc.ca; Nicole.Udzenija@ubc.ca; georgia.yee@ubc.ca; aaps.office@ubc.ca; bcgeuinfo@bcgeu.ca; cupe116@cupe116.com; administration@cupe2278.ca; office@cupe2950.ca; alan.richardson@ubc.ca; deenar@interchange.ubc.ca; faculty.association@ubc.ca
Subject: Concerns about Campus Safety and UBC's Return to Work Mandate

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Dear President Ono and Marcia Buchholz,

s.22 I am
writing to you as a member of the UBC community who is deeply concerned about the Return to Work Mandate being proposed for September 2021 at UBC.

I am distressed by the Return to Work Mandate. I believe that it is our responsibility as scientists and as educators to do everything in our power to protect the most vulnerable members of the UBC community; those who are immunocompromised, who care for young children or the elderly, or who are otherwise unable to be fully vaccinated against COVID-19.

While a sequenced, gradual return to in-person activities on campus is desirable, I have significant concerns regarding UBC's current plans. I will note that the high transmissibility of the Delta variant (even among fully vaccinated individuals) has led to a reinstatement of mask mandates in many jurisdictions across Canada. As the virus continues to develop and mutate, and we continue to work our way through the Greek alphabet of variants, the chances of transmission of more virulent strains of the virus on campus will only increase.

I am strongly in favour of a vaccine mandate (with appropriate exemptions for legitimate reasons) whereby unvaccinated individuals can continue to come to campus, but must wear masks and undergo regular COVID testing, as is the norm on many campuses across North America. Further, I am strongly in favour of mandatory masking, a minimum ventilation standard, and social distancing in classrooms and all other common spaces on campus.

I look forward to your response.

Sincerely,

s.22

Godfrey, Sonora HLTH:EX

From: s.22
Sent: August 11, 2021 8:47 AM
To: XT:President, UBC AEST:IN; Buchholz, Marcia
Cc: OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; XT:Provost, UBC AEST:IN; Carry, Ainsley; Finlay, Sara-Jane; Wood, Janine; Wright, Handel; UBC Chancellor Correspondence; Equity Office Human Rights; XT:Vice Chancellor, UBC Deputy AEST:IN; McKenzie, Nancy; Cawley, Sandra; Brewin, Alison; Dusangh, Jessie; Gopal, Raghwa; Gillanders, Chaslynn; Lalani, Azim; Solomon, Joel; Sundhu, Bill; Holmes, Max; Kindler, Anna; Klironomos, John; Mac Lean, Mark; Toor, Kavie; Udzenija, Nicole; Yee, Georgia; AAPS Office; bcgeuinfo@bcgeu.ca; cupe116@cupe116.com; administration@cupe2278.ca; Hodson, C Leslie (cupe2950.ca); Richardson, Alan; deenar@interchange.ubc.ca; UBC Faculty Association
Subject: Concern About UBC's Return to Work Mandate

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Dear President Ono and Marcia Buchholz:

s.22

I am writing to you as a member of the UBC community who is deeply concerned about the Return to Work Mandate being proposed for September 2021 at UBC. I have ongoing health issues that put me at risk even with high rates of vaccination. I also have graduate students who are immunocompromised.

While a sequenced, gradual return to in-person activities on campus is desired by many, I have significant concerns regarding UBC's current plans. The primary concerns are as follows:

- The high transmissibility of the Delta variant (which can be transmitted even by fully vaccinated individuals) has led to a reinstatement of mask mandates in many jurisdictions and the need to maintain physical distancing and ventilated spaces even for fully vaccinated individuals.
- UBC is NOT a microcosm of the BC Lower Mainland by any means. It is an international university. The "vaccination gap" between UBC and the surrounding health authority (given lower vaccination rates of younger age groups as well as lower vaccination rates of international students) creates a high-risk situation on campus, particularly in September and October.
- Leading universities in Canada (McGill, the University of Toronto) have implemented much more stringent policies, including vaccine mandates, mandatory masking, and requiring community members to disclose their vaccination status.

- Immunocompromised people and their families, caregivers, and disabled members of the UBC community, as highlighted by the UBC [Disability Affinity Group](#), require specific accommodations and stronger safeguards. Many such accommodations and safeguards are being implemented on campuses across North America and indeed beyond. Why not at UBC?

My back-to-campus recommendations are as follows:

- I am strongly in favour of a vaccine mandate, with appropriate exemptions for religious and medical reasons, whereby unvaccinated individuals can continue to come to campus, but must wear masks and undergo regular COVID testing, as is the norm on many campuses across North America.
- I am strongly in favour of mandatory masking, a minimum ventilation standard, cohorts, and social distancing in classrooms and all other spaces on campus.
- I am strongly in favour of allowing online learning and teaching (a “hybrid” fall term), which will enhance campus safety through enabling social distancing and cohorts. This will also ensure that we do not create inadvertent incentives for students to come to class while ill, or while they are supposed to be self-isolating or quarantining.

I look forward to your response.

Sincerely,

s.22

University of British Columbia

Mailing Address:

s.22

s.22

Godfrey, Sonora HLTH:EX

From: s.22
Sent: August 12, 2021 11:33 AM
To: XT:President, UBC AEST:IN; marcia.buchholz@ubc.ca; OfficeofthePremier, Office PREM:EX; Eby.MLA, David LASS:EX; Minister, AEST AEST:EX; Henry, Bonnie HLTH:EX; XT:HLTH Daly, Patty; XT:Provost, UBC AEST:IN; ainsley.carry@ubc.ca; sara-jane.finlay@ubc.ca; janine.wood@ubc.ca; handel.wright@ubc.ca; chancellor.correspondence@ubc.ca; humanrights@equity.ubc.ca; XT:Vice Chancellor, UBC Deputy AEST:IN; nancy.mckenzie@ubc.ca; sandra.cawley@ubc.ca; alison.brewin@ubc.ca; jessie.dusangh@ubc.ca; raghwa.gopal@ubc.ca; chaslynn.gillanders@ubc.ca; azim.lalani@ubc.ca; joel.solomon@ubc.ca; bill.sundhu@ubc.ca; max.holmes@ubc.ca; anna.kindler@ubc.ca; john.klironomos@ubc.ca; mark.maclean@ubc.ca; kavie.toor@ubc.ca; Nicole.Udzenija@ubc.ca; georgia.yee@ubc.ca; aaps.office@ubc.ca; bcgeuinfo@bcgeu.ca; cupe116@cupe116.com; administration@cupe2278.ca; office@cupe2950.ca; alan.richardson@ubc.ca; deenar@interchange.ubc.ca; faculty.association@ubc.ca; Elmore.MLA, Mable LASS:EX
Subject: Advocating for safe and effective post-secondary instruction at UBC Fall 2021
Attachments: COVID-safe-letter.pdf

[EXTERNAL] This email came from an external source. Only open attachments or links that you are expecting from a known sender.

Dear all,

Please see my letter attached imploring significantly stronger guidance to students, staff and faculty to ensure a safe and lasting return to campus for Fall 2021 at UBC.

Best,
s.22

s.22



12 Aug 2021

Dear President Ono and Marcia Buchholz:

s.22

I am writing to you as a member of the UBC community who is deeply concerned about the Return to Work Mandate being proposed for September 2021 at UBC.

As an instructor of a large lecture class (~250 students) this fall, where I typically employ active learning strategies involving significant movement around the classroom and talking. I have come to the conclusion that I cannot reasonably teach using proven best-practice instructional methods *and* ensure safety of my classroom without COVID safety measures in place, such as mandatory vaccines and/or required masking, in place^{s.22}

s.22 given the high transmissibility of the Delta variant, I am deeply concerned about transmitting the virus to^{s.22} though I am myself vaccinated. I have asked my doctor this question, and she strongly recommended I teach in an N95 mask and keep my distance from students. These are not good choices for instruction,^{s.22}

s.22

I am further concerned that the lack of mitigation measures in place will simply result in widespread transmission, and result in a rapid return to online teaching: an outcome I do not believe is desired by anyone! Consider the life of an individual student in one of my classes: coming from congregate living in residence, they enter my lecture where they sit shoulder-to-shoulder with their peers, and ideally



are talking to each-other to fully take advantage of in-person learning. They then continue through their day to perhaps one other lecture in a similar environment, a lab with group work, and a tutorial or two: all with different groups of students. Then repeat the next day. Let's say this student was infected and is pre-symptomatic: they have now exposed 10-20 students in EACH of those places. The potential for super-spreader events is enormous without mitigation strategies in place, and this does not even account for the social aspect of university life so important for the social development of young adults.

While a sequenced, gradual return to in-person activities on campus is desired by many, I have significant concerns regarding UBC's current plans. I feel that the current gentle "recommendation" without requirement strategy underestimates the risk to the UBC community and neglects the following:

- The high transmissibility of the Delta variant (which can be transmitted even by fully vaccinated individuals) has led to a reinstatement of mask mandates in many jurisdictions
- The "vaccination gap" between UBC and the surrounding health authority (given lower vaccination rates of younger age groups as well as lower vaccination rates of international students) creates a high-risk situation on campus, particularly in September and October
- Leading universities in Canada (McGill U, the University of Toronto, Queens University, University of Ottawa, Western U.) have implemented much more stringent policies, including vaccine mandates, mandatory masking, and requiring community members to disclose their vaccination status.
- Immunocompromised folks and their families, caregivers, and disabled members of the UBC community, as highlighted by the UBC [Disability Affinity Group](#), require specific accommodations and stronger safeguards. Many such accommodations and safeguards are being implemented on campuses across North America and indeed beyond. Why not at UBC?

Given the levels of risk involved to students, faculty, staff, and even the university's operation and reputation:



- I am strongly in favour of a vaccine mandate, with appropriate exemptions for religious and medical reasons, whereby unvaccinated individuals can continue to come to campus, but must wear masks and undergo regular COVID testing, as is the norm on many campuses across North America
- I am strongly in favour of mandatory masking, a minimum ventilation standard, cohorts, and social distancing in classrooms and all other spaces on campus, particularly as we wait for all students to be fully vaccinated.
- I am strongly in favour of allowing online learning and teaching (a “hybrid” fall term), which will enhance campus safety through enabling social distancing and cohorts. This will also ensure that we do not create inadvertent incentives for students to come to class while ill, or while they are supposed to be self-isolating or quarantining. However, this requires real support to ensure faculty are not continuing to undertake an excessive and unsustainable workload to ensure campus safety.
- I am also in favour of creating and supporting a Disability Task Force, which would, among other things, examine and uncover ableism as it is embedded and experienced at UBC and, particular to the return to campus, develop a more equitable and inclusive plan for the return to campus including an expedited accommodations process.

I look forward to your response.

Sincerely,

s.22

University of British Columbia