

From: [Samantha Meisa Moeul](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Cc: [Bondy, Sherry](#)
Subject: Chris VD
Date: Monday, May 10, 2021 12:33:58 PM

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi,

I am a concerned Chinese-Canadian who was born and raised in Windsor, Canada. I am 100% Canadian, not an immigrant.

I am disgusted and appalled you have such a loud, proud bigot and racist representing Windsor-Essex.

I have seen absolutely no reprimand for his actions, his words, and his encouragement of hate, xenophobia and racism.

If this is what you and the councillors believe in you should all be ashamed. You may try to justify it to feel better about yourselves and if that is the route you choose to take, remember you are fully complicit and fully accepting and approving of his hate.

Don't forget to add this anti-asian rhetoric to your city page website since there's been no action to stop his behaviour.

Sincerely,

A very hurt, disappointed citizen

From: [Chelsea Garrett](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Cc: [Bondy, Sherry](#)
Subject: Councilor Vander Doelen
Date: Tuesday, May 11, 2021 8:05:24 AM

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Good Morning all,

I am forwarding along my initial email sent to all of Essex town council as I would like it to be included in the investigation against Councilor Vander Doelen.

thank you!

From: Chelsea Garrett [REDACTED]
Sent: Sunday, April 11, 2021 8:44 AM
To: CouncilMembers <CouncilMembers@essex.ca>
Cc: Snively, Larry <lsnively@essex.ca>; Meloche, Richard <rmeloche@essex.ca>; Bowman, Morley <mbowman@essex.ca>; Garon, Joe <jgaron@essex.ca>; Verbeek, Kim <kverbeek@essex.ca>; Vander Doelen, Chris <cvanderdoelen@essex.ca>; Bjorkman, Steve <sbjorkman@essex.ca>; Bondy, Sherry <sbondy@essex.ca>
Subject: Recent Racist Remarks

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Essex Town Council,

To say I am disappointed with my Town's Council is an understatement. In my only 3 years of residence in the Town of Essex, I have seen multiple accounts of dishonesty and unjust actions from both the Mayor and councilors alike. Recent tweets have brought to light Councilor Vander Doelen's racist beliefs, and it is simply unacceptable. The tweets have since gone viral locally and have received much-deserved backlash for his display of inaccurate information. Although, it seems that those tweets are only the tip of the iceberg on Vander Doelen's ingrained racist beliefs. In a recent CTVNews interview the Councilor said, "History will always record this as the Chinese flu". This is a vast overstatement of his opinion. Those of us who rely on reputable, non-racist sources, have only ever referred to this virus as COVID-19 (i.e. coronavirus disease 2019). Councilor Vander Doelen also stated in the same interview that the Spanish flu is called the Spanish flu for a reason. That in itself is again, another racist comment. A quick history lesson will teach you that historians do not know exactly where the Spanish flu originated, but many believe it actually began on a military

base in Kansas, USA. The term "Spanish flu" is simply inaccurate. Making racist comments is not only morally wrong but goes against the Town of Essex Code of Conduct. Section 2.05 Respect states, "Members will conduct themselves efficiently, with decorum and with proper attention to the Town's Procedural By-Law. They will treat each other and others with respect at all times, *which includes not using derogatory language, respecting the rights of other people, treating people with courtesy* and recognizing the different roles others play in local government decision-making. Members will ensure that the workplace *is free of discrimination, personal harassment, and sexual harassment* in accordance with the Town's Respectful Workplace Policy, as amended from time to time". It is Counselor Vander Doelen's every right to be removed from the town council. He has made it very plain that he is incapable of treating all humans justly and fairly. Regardless of the fact you "fell for an internet meme" you have a choice to make. If you see a racist meme you can call it out and use your position to discuss how memes such as the "Chinese virus" contribute to the recent increase of Asian hate crimes.

Mayor Larry Snively has stated that Councilor Vander Doelen's views are that of his own and has asked him to issue an apology. It has been made clear that any apology issued will be an empty one. Mayor Snively, currently under investigation himself over proxy votes in the last election, is not doing enough. By allowing Councilor Vander Doelen to remain on the council, shows to the members of the public that the Mayor doesn't see the severity of this issue. If the mayor and council truly do not agree with the recent statements of Councilor Vander Doelen, they would remove him from the council.

There are no "three strikes" when it comes to racism. As a council who is meant to represent the town, you are showing us by allowing Councilor Vander Doelen to remain, you too are a racist council.

Sincerely,

A disappointed resident.

Chelsea Garrett

[REDACTED]

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

From: [Bondy, Sherry](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Subject: Fw: Chris Vanderdoelen
Date: Monday, April 12, 2021 11:46:02 AM

Robert and Shelley please include this email on April 9th agenda. The author has given permission.

2

From: A Ham [REDACTED]
Sent: Saturday, April 10, 2021 4:30 PM
To: Bjorkman, Steve <sbjorkman@essex.ca>; Bondy, Sherry <sbondy@essex.ca>; Meloche, Richard <rmeloche@essex.ca>; Bowman, Morley <mbowman@essex.ca>; Snively, Larry <lsnively@essex.ca>; Verbeek, Kim <kverbeek@essex.ca>; Garon, Joe <jgaron@essex.ca>; Vander Doelen, Chris <cvanderdoelen@essex.ca>
Subject: Chris Vanderdoelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

While I have already made a complaint to the integrity department, I wish to share my thoughts with you all as well.

Last year at this time, there was a family run business in Harrow being targeted because they were Asian. Customers going into the store asked the owners if they had been to China in the recent weeks. The comments and abuse these people received caused them to place a sign on their door stating that they were not Chinese.

The community was in an uproar that the family felt they had to defend themselves.

Chris Vanderdoelen's remarks are fuel to a fire.

We are all struggling right now, but there is no excuse for racism. There is enough ugliness in the world, we don't need this coming from someone voted to represent our community.

I ask for a public apology, removal of said comment and resignation from his position.

Thank you for your time.

Get [Outlook for Android](#)

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

From: [Bondy, Sherry](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Subject: Fw: Councillor Doelen
Date: Monday, April 12, 2021 11:50:31 AM

Robert and Shelley please include this email on April 9th agenda. The author has given permission.

6

From: Liam Adams [REDACTED]
Sent: Saturday, April 10, 2021 1:14 PM
To: CouncilMembers <CouncilMembers@essex.ca>
Subject: Councillor Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.
Hello,

I am extremely disturbed by the racist language used in multiple public tweets by Councillor Doelen.

Please see attachments.

This directly violates the code of conduct set out by your organization.

I am sure you are aware of the rising racist hate and violence growing as a result of misleading language like calling COVID the "Chinese flu."

As a leader of government and elected official who is responsible for representing constituents in his ward I would expect you to take this very seriously and I ask that he get reprimanded appropriately and removed from office.

Thank you,

Liam Adams

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

From: [Bondy, Sherry](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Subject: Fw: Disgusted by racism of Chris Vander Doelen
Date: Monday, April 12, 2021 11:44:45 AM

Robert and Shelley please include this email on April 9th agenda. The author has given permission.

1

From: Rachel Stadder [REDACTED]
Sent: Saturday, April 10, 2021 5:54 PM
To: CouncilMembers <CouncilMembers@essex.ca>
Subject: Disgusted by racism of Chris Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

I am writing to express my disgust with the recent behaviour of Chris Vander Doelen on Twitter (although I am sure he has said far worse in the private sphere).

Although I am not a member of the Asian community, you do not need to be one to know that his remarks are hateful and will only contribute to rising racism against Asians. In fact, it is even more important for white people to stand up and denounce this when we see it so that the burden does not lie on the oppressed alone.

If you wish to read more about the fact that violence against Asians is rising, you can do so online. There are many resources which clearly indicate this concerning trend. It is not only embarrassing that Mr. Vander Doelen is still a council member, it is unacceptable.

The COVID-19 pandemic has been going on for over a year now. If he's saying this now, imagine all the other things Mr. Vander Doelen has said to people over the past year. This is not the type of upstanding citizen who should be an elected official; he is, frankly, a disgrace.

Please do the right thing and do not let him off with a half-hearted (or non-existent) apology. Please show all members of the community that they will be respected and that you will not condone racism by allowing him to continue his duties.

Thank you,
Rachel Stadder

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

From: [Bondy, Sherry](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Subject: Fw: Inappropriate conduct of Councilor Vander Doelen
Date: Monday, April 12, 2021 11:48:27 AM

Robert and Shelley please include this email on April 9th agenda. The author has given permission.

4

From: Alicea Fleming [REDACTED]
Sent: Saturday, April 10, 2021 12:44 AM
To: Snively, Larry <lsnively@essex.ca>; Meloche, Richard <rmeloche@essex.ca>; Bowman, Morley <mbowman@essex.ca>; Garon, Joe <jgaron@essex.ca>; Verbeek, Kim <kverbeek@essex.ca>; Bjorkman, Steve <sbjorkman@essex.ca>; Bondy, Sherry <sbondy@essex.ca>
Subject: Inappropriate conduct of Councilor Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.
Hello

I am writing as a resident of the Town of Essex (Ward 2 - N8M 2X6) to draw your attention to the public conduct of one of our elected representatives.

The attached images are screenshots of communications on social media where he references the "Chinese flu." It has been well documented that this type of rhetoric is connected to a rise in hate crimes towards individuals of Asian heritage, and as an elected representative Mr. Vander Doelen should be well informed of this. This is racist language and is inappropriate especially from an elected official with a large platform, regardless of his personal views and how seriously (or not, in his case) he appears to take a deadly global pandemic.

I would like to know what actions, if any, will be taken to address this extremely problematic incident. I am so disappointed that his behaviour represents our community and I believe this reflects extremely poorly on the Town of Essex and all of Council.

Thank you,

Alicea Fleming
[REDACTED]

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

From: [Amy Fitzgerald](#)
To: [Auger, Robert](#); [Brown, Shelley](#)
Cc: [Bondy, Sherry](#)
Subject: FW: Recent tweet by Councillor Vander Doelen
Date: Monday, May 10, 2021 10:07:49 AM

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Greetings,

Please find below the email I sent to the Integrity Commissioner regarding Councillor Vander Doelen's recent actions. I understand that it needs to be sent to you directly in order to be included with the agenda.

Kind regards,
Amy Fitzgerald

Amy J. Fitzgerald, Ph.D.
Professor
Department of Sociology, Anthropology & Criminology
The Great Lakes Institute for Environmental Research (GLIER)
University of Windsor

Website: www.amyfitzgerald.wordpress.com

Animal and Interpersonal Abuse Research Group
<http://www.uwindsor.ca/aipabuseresearchgroup/>

My latest book, *Animal Advocacy and Environmentalism*, is now available from Polity: <http://politybooks.com/bookdetail?isbn=9780745679334>

~~~~~

---

**From:** Amy Fitzgerald [REDACTED]  
**Sent:** Saturday, April 10, 2021 3:59 PM  
**To:** [robert.swayze@sympatico.ca](mailto:robert.swayze@sympatico.ca) <[robert.swayze@sympatico.ca](mailto:robert.swayze@sympatico.ca)>  
**Cc:** CouncilMembers <[CouncilMembers@essex.ca](mailto:CouncilMembers@essex.ca)>  
**Subject:** Recent tweet by Councillor Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Integrity Commissioner and Town Council,

I was just made aware of an incendiary, ill-informed, and hateful tweet posted by Councillor Vander Doelen. I was so shocked by it that I had to double check to ensure that he had indeed posted it. I



am appalled that one of our Councillors would think such things, much less publicly post them.

In my position as a Criminologist at UW, I teach my students about racism and hate crimes, among other things. I am embarrassed to say that I will now be able to use one of my Councillor's words to illustrate the communication of ignorance and hate by those in elected office. This type of speech all too often provides fuel for further hate speech and hate crimes, as evidenced in other jurisdictions internationally.

This certainly constitutes a breach of integrity and I sincerely hope that you will respond strongly and swiftly.

Sincerely,

Amy Fitzgerald  
Resident in Ward 4

Amy J. Fitzgerald, Ph.D.  
Professor  
Department of Sociology, Anthropology & Criminology  
The Great Lakes Institute for Environmental Research (GLIER)  
University of Windsor

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [Bondy, Sherry](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Subject:** Fw: Remove Chris Vander Doelen from Essex Council  
**Date:** Monday, April 12, 2021 11:51:28 AM

---

Robert and Shelley please include this email on April 9th agenda. The author has given permission.

7

---

**From:** Isabella Cheng [REDACTED]  
**Sent:** Saturday, April 10, 2021 6:20 PM  
**To:** CouncilMembers <CouncilMembers@essex.ca>  
**Subject:** Remove Chris Vander Doelen from Essex Council

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

To Essex Council,

After viewing the racist and ignorant tweets from councillor Chris Vander Doelen, I'm compelled to write you this email to express my anger and frustration. He is not qualified to represent the people as a member on the Essex Council. Not only was his original posts xenophobic, Vander Doelen's righteous response and reaction from the "backlash" is also extremely disgusting, and has disgraced your council and the Windsor and Essex community. This isn't freedom of speech, this is hate speech. A public apology from Vander Doelen will not sufficed. He is not remorseful, and I don't think he even understand why his tweets are hurtful to others, especially the Asian communities around the world. He needs to be held accountable for his words and actions. He needs to be removed from the Essex council and should be have the power and authority to spread hate, lies and xenophobia.

Kind regards,  
Isabella Cheng

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [Bondy, Sherry](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Subject:** Fw: Twitter of Council Member  
**Date:** Monday, April 12, 2021 11:57:44 AM

---

Robert and Shelley please include this email on April 19th agenda. The author has given permission.

5

---

**From:** Bill Fenton [REDACTED]  
**Sent:** Saturday, April 10, 2021 9:06 AM  
**To:** CouncilMembers <CouncilMembers@essex.ca>  
**Subject:** Twitter of Council Member

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.  
Hello all Essex Town Council,

I appreciate you taking the minute to read my email. I have included all members as it does relate to one councillor and I did not feel it was right to send to everything and not include the councillor in question.

I am reading Chris Vander Doelen twitter account and cannot understand how that is acceptable. I am shocked that an individual who made his living reporting the news cannot even take a minute to search what COVID stands for and instead uses his account for numerous racists attacks.

This is not what the Town of Essex is or should ever be. I am hoping that my elected officials take a stand and will see that this is addressed. Mr. Vander Doelen is a representative of Essex and his post clearly shows that perhaps he should no longer serve in that role.

Thank you for your time,

--

Best regards,

Bill Fenton  
Essex

**NOTICE OF CONFIDENTIALITY** This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [Bondy, Sherry](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Subject:** Fw: Unacceptable and racist behaviour of a council member  
**Date:** Monday, April 12, 2021 11:47:22 AM  
**Attachments:** [image0.png](#)  
[image1.jpeg](#)

---

Robert and Shelley please include this email on April 9th agenda. The author has given permission.

3

---

**From:** Mikaele Epp [REDACTED]  
**Sent:** Saturday, April 10, 2021 2:27 PM  
**To:** CouncilMembers <CouncilMembers@essex.ca>  
**Subject:** Unacceptable and racist behaviour of a council member

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

As a new member to Essex I am horrified by councillor Chris Vander Dowler's social media expressing racist views.

How are we to feel safe and represented as a community of this member is left on town council?

He needs to be removed from the council for his actions and this needs to be taken seriously.

Nurses and healthcare workers of all races are putting their lives at risk to fight this global pandemic and someone with the audacity to make racial slurs should not be allowed to represent this community. An example needs to be set that the town of Essex does not support these actions.

Sincerely,

A concerned citizen of Essex



NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [Alexis M](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Fwd: Chris Vander Doelen  
**Date:** Sunday, May 9, 2021 7:04:51 PM  
**Attachments:** [unknown.png](#)  
[1\\_#s!@!#\\_unknown.png](#)

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello Robert and Shelley,

I understand that you need the authors of the emails to forward you their authorization in order to include in the public agenda to be sent out May 17th (My birthday!).

Please let me know if you require anything further than this email for authorization.

I look forward to reading the report from the Integrity Council.

Thank you,

Alexis

Sent from my iPhone

Begin forwarded message:

**From:** "Bondy, Sherry" <[sbondy@essex.ca](mailto:sbondy@essex.ca)>  
**Date:** May 9, 2021 at 6:21:48 PM EDT  
**To:** [REDACTED]  
**Subject:** Re: Chris Vander Doelen

Update Regarding Councillor Vander Doelen and the Integrity commissioner:

Hi everyone, Council has been told that the report regarding the Integrity Commissioner and his investigation into the tweets is coming to council May 17th. It will be on the public agenda. I did ask everyone before if they wanted their email included on the public agenda but since that time Town hall has requested that the authors send the emails directly to the clerk. Many of you did want your email included I hope you can take a minute to make sure it is as it can not be forwarded to the clerks from me.

If you would like your email included on the public agenda please email Robert Auger, Shelley Brown and cc me so I can cross reference the emails are getting included.

Important- emails must be sent by Tuesday May 11th by noon to be included.

Robert- rauger@essex.ca<mailto:rauger@essex.ca>

Shelley sbrown@essex.ca<mailto:sbrown@essex.ca>

Sherry sbondy@essex.ca<mailto:sbondy@essex.ca>

Also the agenda usually comes out the Thursday before around 4 -5 so you can check the website to see what the report says. If for some reason the report is delayed I will likely post that on my social media.

Please tune into the last 20 minutes of Essex Ontario Youtube to hear Councillor Vander Doelen's most recent comments.

---

From: Alexis M [REDACTED]  
Sent: Saturday, April 10, 2021 2:58 PM  
To: CouncilMembers <CouncilMembers@essex.ca>  
Subject: Chris Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

I'm sure you're receiving multiple messages about the hateful, wildly ignorant, and blatantly racist statements that a member of council, Chris Vander Doelen, has aired on Twitter. I've of course attached documentation for your reference.

This clearly violates the Code of Conduct he is expected to abide by. I urge you to consider if these messages are ones that your organization will condone, and if the answer is no, consider repercussions that will clearly indicate that this behaviour is not tolerable.

It is truly disheartening to learn that someone in his position- or anyone- would have these views, especially during a time where the hate amongst the Asian community has increased drastically over the past year. As a member of the Asian-Canadian community and someone who has unfortunately experienced racism over this global virus, I am very disturbed and disgusted over Chris Vander Doelen's actions and poor choice of words.

At this point, the expectation is that he be removed from office as it is unacceptable that an individual in a leadership position to be spreading hate.

Thank you,

Alexis

[cid:40D451F0-47E0-45CD-BC4B-27E1130EE48E]

[cid:D1F9920D-60F7-4B26-82A3-0B17CC8A7904]

Sent from my iPhone

**NOTICE OF CONFIDENTIALITY** This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.



**From:** [Bondy, Sherry](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Subject:** Fwd: Community Issue - Councillor Behaviour  
**Date:** Monday, April 12, 2021 12:10:46 PM

---

#8

Sherry Bondy  
Essex Councillor  
519-566-3105  
Follow me on Facebook  
You Tube - Sherry Bondy  
#myessex  
Website: <https://sherrybondy.com>

Begin forwarded message:

**From:** Katie S [REDACTED]  
**Date:** April 12, 2021 at 12:02:44 PM EDT  
**To:** "Bondy, Sherry" <[sbondy@essex.ca](mailto:sbondy@essex.ca)>  
**Subject:** Re: Community Issue - Councillor Behaviour

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Sherry,

You can absolutely use my email as part of the public agenda.

Cheers,  
Katie

On Sun, Apr 11, 2021 at 7:43 PM Bondy, Sherry <[sbondy@essex.ca](mailto:sbondy@essex.ca)> wrote:  
Thank you for your email,

As soon as I woke up Saturday morning my inbox started filling with emails. I am also disappointed that comments and such an attitude exists in Essex council. Please know that this does not represent my views or those of the other councillors and Town administration.



A business in my community experienced such hatred and bullying in the earlier period of pandemic so I know first hand that words and attitudes hurt. Many of us have worked so hard to bring our community together and raise the bar.

Please check out my website for my statement. Councillor Kim Verbeek and I also worked all morning Saturday to get Town Hall and the Mayor's office to write a statement. Most councillors have made a statement on social media. If something else comes out from Town Hall I will inform everyone by posting on my website.

Many people have already submitted official complaints to the Integrity commissioner. The Integrity commissioner for the Town of Essex is Robert Swayze. To reach him please email [robert.swayze@sympatico.ca](mailto:robert.swayze@sympatico.ca)

I believe at the time of writing this there is now a petition circulating and lawn signs are being ordered that say, **Hate Has No Home Here**. If you would like to purchase a sign ( 10 dollars) please use the contact me on my website: [sherrybondy.com](http://sherrybondy.com) in the subject please put lawn sign.

There is no excuse for comments like that and it appears that no real apology will be coming. Please know that you are not alone. Many others sent council emails. Majority of these emails are asking for Councillor Vander Doelen's resignation.

I would also like to ask you if we can include your email on the public agenda, April 19th. If so I would confirmation by Monday evening ( April 12th) so I have time to send the email to the clerk.

When the emails are on the public agenda it will show

the community just how much our community stands up to racism.

I can be reached at 519-566-3105.

Also please note this email is a copy and paste as I have two little children and also work another job so I could not address all specific questions and concerns. I am committed to making a difference though and a better world for all of us. Just recently I did ask for Diversity Training for all of council. I finished mine but have yet to get confirmation to see if all of council did. Councillor Vander Doelen did protest the training. You can watch that video if you go to Essex Ontario You Tube channel Oct 19th 2020 and play it at the 1:12 min mark.

Thank you for writing to council. Sherry

---

**From:** Katie S [REDACTED]  
**Sent:** Saturday, April 10, 2021 11:26 AM  
**To:** CouncilMembers <[CouncilMembers@essex.ca](mailto:CouncilMembers@essex.ca)>  
**Subject:** Community Issue - Councillor Behaviour

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

I was recently subjected to counsellor Chris Vander Doelen's xenophobia and racist hate speech online. It's incredibly upsetting that the Town of Essex would support and employ a man spewing this kind of hatred into the community.

It is absolutely unacceptable behaviour and if we're being honest, just the tip of the iceberg when it comes to this man's lack of integrity.

He is paid to be a direct representative of your town and the people who live there but he has no business representing anyone with that kind of hate speech.

He needs to be removed from council and taught that there's no place for his racism and xenophobia in our community or anywhere, ever.

What does town council in Essex plan to do to address this behaviour?

Cheers,

Katie

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [Lynda Leopold](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Fwd: For council agenda: Racism by elected officials  
**Date:** Sunday, May 9, 2021 7:11:55 PM

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello Mr. Auger and Ms. Brown,

Please find below the text of the email I sent to our council after the unfortunate tweets published by councillor VanderDoelen, for inclusion in the agenda at the appropriate time.

Sincerely,  
Lynda Leopold  
Harrow

----- Forwarded message -----

From: **Lynda Leopold** [REDACTED]  
Date: Sat, Apr 10, 2021 at 10:36 AM  
Subject: Racism by elected officials  
To: [CouncilMembers@essex.ca](mailto:CouncilMembers@essex.ca) <[CouncilMembers@essex.ca](mailto:CouncilMembers@essex.ca)>

Good morning Mr Mayor and council,

I was incredibly disappointed to see how councillor VanderDoelen chose to characterize his illness from covid on social media.

While Mr VanderDoelen has been lucky enough to escape the worst of this disease, we know so many Canadians and others around the world have not.

I have personal experience of the ICU through my work; just this week I stood beside a group of staff at a Toronto hospital as they were told a beloved colleague had died from Covid 19.

The racism and privilege on display by this elected official must be called out.

Mr Mayor especially, YOU have a mandate of leadership. This means doing what's right over what's comfortable.

Council, will you stand with so many of your constituents and decry this xenophobia and misinformation?

Sincerely,  
Lynda Leopold  
Harrow



**From:** [Alicea Fleming](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Fwd: Inappropriate conduct of Councilor Vander Doelen  
**Date:** Monday, May 10, 2021 9:59:01 PM  
**Attachments:** [Screenshot\\_20210409-235339\\_Twitter.jpg](#)  
[Screenshot\\_20210409-235435\\_Twitter.jpg](#)

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello

I understand that the Integrity Commissioner report on the tweets of councillor Vander Doelen will be coming to council May 17th. I would like my complaint letter sent to council (forwarded below) to be included in the public agenda.

Thank you,

Alicea Fleming

----- Forwarded message -----

**From:** **Alicea Fleming** [REDACTED]  
**Date:** Sat, Apr 10, 2021 at 12:44 AM  
**Subject:** Inappropriate conduct of Councilor Vander Doelen  
**To:** <[lsnively@essex.ca](mailto:lsnively@essex.ca)>, <[rmeloche@essex.ca](mailto:rmeloche@essex.ca)>, <[mbowman@essex.ca](mailto:mbowman@essex.ca)>, <[jgaron@essex.ca](mailto:jgaron@essex.ca)>, <[kverbeek@essex.ca](mailto:kverbeek@essex.ca)>, <[sbjorkman@essex.ca](mailto:sbjorkman@essex.ca)>, <[sbondy@essex.ca](mailto:sbondy@essex.ca)>

Hello

I am writing as a resident of the Town of Essex (Ward 2 - N8M 2X6) to draw your attention to the public conduct of one of our elected representatives.

The attached images are screenshots of communications on social media where he references the "Chinese flu." It has been well documented that this type of rhetoric is connected to a rise in hate crimes towards individuals of Asian heritage, and as an elected representative Mr. Vander Doelen should be well informed of this. This is racist language and is inappropriate especially from an elected official with a large platform, regardless of his personal views and how seriously (or not, in his case) he appears to take a deadly global pandemic.

I would like to know what actions, if any, will be taken to address this extremely problematic incident. I am so disappointed that his behaviour represents our community and I believe this reflects extremely poorly on the Town of Essex and all of Council.

Thank you,

Alicea Fleming

**From:** [Bondy, Sherry](#)  
**To:** [Brown, Shelley](#)  
**Subject:** Fwd: Racism on Twitter - Chris Vander Doelen  
**Date:** Monday, April 12, 2021 12:20:32 PM

---

#18

Sherry Bondy  
Essex Councillor  
519-566-3105  
Follow me on Facebook  
You Tube - Sherry Bondy  
#myessex  
Website: <https://sherrybondy.com>

Begin forwarded message:

**From:** Robyn Randell [REDACTED]  
**Date:** April 11, 2021 at 10:09:17 PM EDT  
**To:** "Bondy, Sherry" <[sbondy@essex.ca](mailto:sbondy@essex.ca)>  
**Subject:** Re: Racism on Twitter - Chris Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Sherry,

Thanks for the response.

I've emailed Robert. Yes, please use my email on the public agenda as requested. Racism and hate have no place in our community. Elected officials, as leaders, need to set a strong example to others. This is an embarrassment to our town and a bad reflection on those who live there. Essex has gotten more bad press for this than all the good things the rest of the council have done, combined.

It's simple, He needs to be removed. If this doesn't qualify, what does?

Kind Regards  
Robyn

On Mon, Apr 12, 2021 at 7:44 AM Bondy, Sherry <[sbondy@essex.ca](mailto:sbondy@essex.ca)> wrote:  
Thank you for your email,



As soon as I woke up Saturday morning my inbox started filling with emails. I am also disappointed that comments and such an attitude exists in Essex council. Please know that this does not represent my views or those of the other councillors and Town administration.

A business in my community experienced such hatred and bullying in the earlier period of pandemic so I know first hand that words and attitudes hurt. Many of us have worked so hard to bring our community together and raise the bar.

Please check out my website for my statement. Councillor Kim Verbeek and I also worked all morning Saturday to get Town Hall and the Mayor's office to write a statement. Most councillors have made a statement on social media. If something else comes out from Town Hall I will inform everyone by posting on my website.

Many people have already submitted official complaints to the Integrity commissioner. The Integrity commissioner for the Town of Essex is Robert Swayze. To reach him please email [robert.swayze@sympatico.ca](mailto:robert.swayze@sympatico.ca)

I believe at the time of writing this there is now a petition circulating and lawn signs are being ordered that say, **Hate Has No Home Here**. If you would like to purchase a sign ( 10 dollars) please use the contact me on my website: [sherrybondy.com](http://sherrybondy.com) in the subject please put lawn sign.

There is no excuse for comments like that and it appears that no real apology will be coming. Please know that you are not alone. Many others sent council emails. Majority of these emails are asking for Councillor Vander Doelen's resignation.

I would also like to ask you if we can include your email on the public agenda, April 19th. If so I would confirmation by Monday evening ( April 12th) so I have time to send the email to the clerk.

When the emails are on the public agenda it will show the community just how much our community stands up to racism.

I can be reached at 519-566-3105.

Also please note this email is a copy and paste as I have two little children and also work another job so I could not address all specific questions and concerns. I am committed to making a difference though and a better world for all of us. Just recently I did ask for Diversity Training for all of council. I finished mine but have yet to get confirmation to see if all of council did. Councillor Vander Doelen did protest the training. You can watch that video if you go to Essex Ontario You Tube channel Oct 19th 2020 and play it at the 1:12 min mark.

Thank you for writing to council. Sherry

---

**From:** Robyn Randell [REDACTED]  
**Sent:** Saturday, April 10, 2021 12:36 PM  
**To:** Bondy, Sherry <[sbondy@essex.ca](mailto:sbondy@essex.ca)>  
**Subject:** Racism on Twitter - Chris Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hi Sherry,

I hope all is well.

I'd like to know how it's considered acceptable for Chris Vander Doelen to be racist on Twitter? This does not represent our community. Is he stepping down?

Section 9.03 of your Code of Conduct prohibits this. If he can get away with this, it won't be any different for any other member of staff serving the community.

"9.03 Discreditable Conduct All Members have a duty to treat members of the public, one another, committee and board members and staff appropriately and without abuse, bullying or intimidation, and to ensure that the work environment is free from discrimination and harassment.

A Member shall not use indecent, abusive or insulting words or expressions toward any other Member, an employee or any member of the public and shall not speak in a manner that is discriminatory to any individual based on that person's race, ancestry, place of origin, creed, gender, sexual orientation, age, colour, marital status or disability."

<https://www.essex.ca/en/build/resources/Council-Code-of-Conduct-Policy.pdf>

Kind Regards,  
Robyn

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [William Oudomsouk](#)  
**To:** [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Fwd: Regarding Councillor Chris Vander Doelen  
**Date:** Sunday, May 9, 2021 5:41:38 PM  
**Attachments:** [IMG\\_2925.jpg](#)

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello Ms. Brown,

Just forwarding my email to you per Ms. Bondy's email for it to be included in the meeting.

Thank you.

Regards,

- William

----- Forwarded message -----

From: **William Oudomsouk** <[REDACTED]>  
Date: Fri, May 7, 2021 at 11:13 AM  
Subject: Fwd: Regarding Councillor Chris Vander Doelen  
To: [rauger@essex.ca](mailto:rauger@essex.ca) <[rauger@essex.ca](mailto:rauger@essex.ca)>

Hello Mr. Auger,

I've forwarded the following email chain per the advice of Ms. Bondy.

Thank you for your time.

Regards,

- William

----- Forwarded message -----

From: **Bondy, Sherry** <[sbondy@essex.ca](mailto:sbondy@essex.ca)>  
Date: Thu, May 6, 2021 at 4:50 PM  
Subject: Re: Regarding Councillor Chris Vander Doelen  
To: William Oudomsouk [REDACTED]

Thank you William.

If you would like to include your email on the public agenda please email our town clerk Robert Auger

[rauger@essex.ca](mailto:rauger@essex.ca)

Sherry Bondy  
Essex Councillor  
519-566-3105  
Follow me on Facebook  
You Tube - Sherry Bondy  
#myessex  
Website: <https://sherrybondy.com>

On May 3, 2021, at 10:54 AM, William Oudomsouk

 wrote:

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Greetings,

In follow up to the email, I'd like to thank the council members who have reach out to everyone who has emailed regarding Mr. Doelen's actions. We are aware of the ongoing investigation, and hope his actions do not go unpunished.

I reach out for more troubling information, and this is regarding Mr. Doelen's new outlook on COVID-19.

Recently, he has stated that the virus must now be taken seriously since he "experienced trouble breathing, lost 12 pounds and wasn't able to eat for 10 days."

This is great news, from a man who was peddling that the virus was not to be taken seriously, and that staying home was a worse punishment. Now that Mr. Doelen has experienced COVID-19 personally, we can finally acknowledge that it is serious! Not an affront at all to the thousands of families who have lost loved ones to COVID-19.

Only now that Mr. Doelen has experienced COVID-19 personally will he, as quoted, leave it up to the professionals and their advice.

This is not the type of man I want representing my community. I officially change my stance below and request for his resignation.

Not only has he shown a lack of empathy towards Asian Americans, Mr. Doelen apparently lacks simple human compassion to understand things that he himself has not gone through personally. How am I, or any community member who has not lived Mr. Doelen's exact life experience, to be expected to trust a member of

council who makes unempathetic and uninformed decisions for people he doesn't understand.

Mr. Swayze, please take all of this into account during your investigations. It may only be more indicative of Mr. Doelen's attitude towards other groups he doesn't understand.

Regards,

- William

On Sat, Apr 10, 2021 at 5:31 PM William Oudomsouk

wrote:

Greetings,

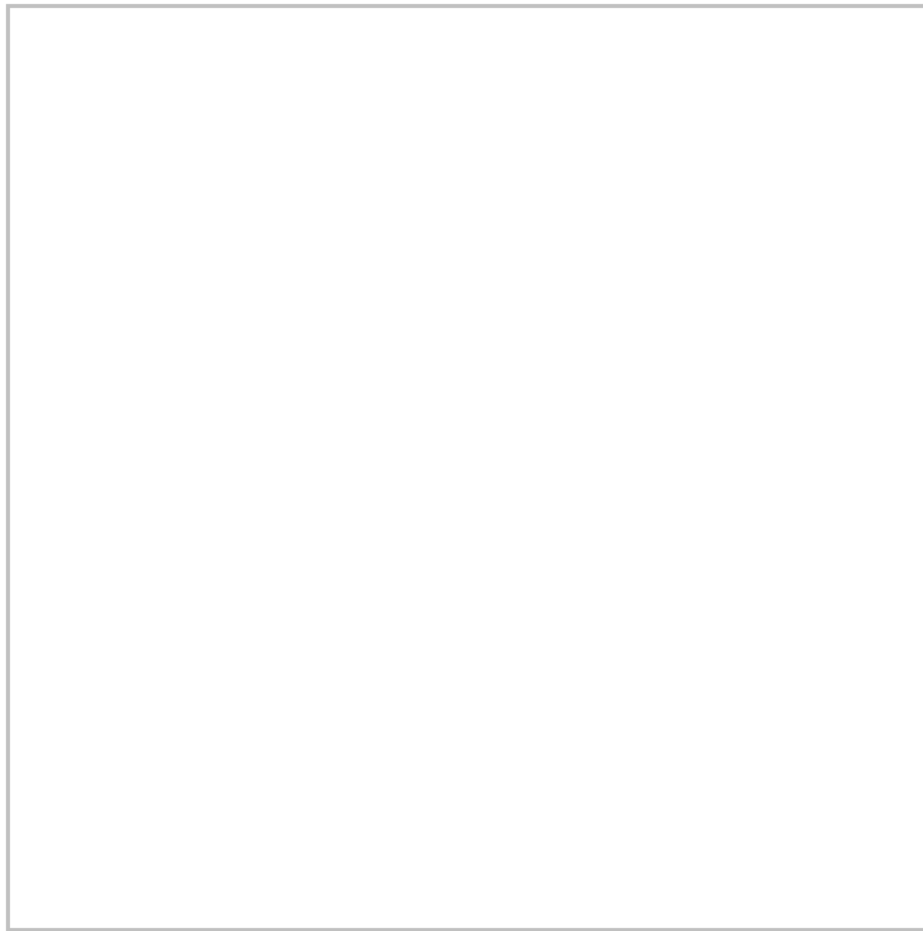
It's come to my attention that a member of your council seems to be pushing an Anti-Asian agenda. Despite Councillor Doelen's personal stance on COVID-19, which he is free to state, I believe the tweet below pushes a racist agenda which is completely inappropriate for a man of his standing - especially with the current climate of racially charged attacks towards Asian Americans.

While I don't think this calls for his resignation, as it could just be an inappropriate slip of the tongue moment or potentially he is unaware of the latent ramifications of his words. I do feel, however, that Councillor Doelen owes the Asian community of Windsor Essex an apology for using his platform to spread hate.

Everyone makes mistakes and deserves to learn from them and be forgiven, but only if they're willing to acknowledge when a mistake has been made.

Regards,

- William



--

William Oudomsouk, EIT



--

William Oudomsouk, EIT



NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

--

William Oudomsouk, EIT



--

William Oudomsouk, EIT



**From:** [REDACTED]  
**To:** [Auger, Robert](#); [Brown, Shelley](#); [Bondy, Sherry](#)  
**Subject:** Re: Chris Vander doelen tweets - code of conduct concerns  
**Date:** Monday, May 10, 2021 10:29:57 AM

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Att: Robert Auger and Shelley Brown,

I am writing to respond that if you require my email address for the public agenda to be included with regard to this concern, you may do so.

thank you

Moir Hossack



**From:** [Rachel Stadder](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Re: Disgusted by racism of Chris Vander Doelen  
**Date:** Sunday, May 9, 2021 10:33:29 PM

---

**CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.**

Dear Robert and Shelley,

This is my permission being granted to you to include my letter in the agenda. It is re-attached below. I hope we see some justice.

Thanks,  
Rachel Stadder

--

Hello,

I am writing to express my disgust with the recent behaviour of Chris Vander Doelen on Twitter (although I am sure he has said far worse in the private sphere).

Although I am not a member of the Asian community, you do not need to be one to know that his remarks are hateful and will only contribute to rising racism against Asians. In fact, it is even more important for white people to stand up and denounce this when we see it so that the burden does not lie on the oppressed alone.

If you wish to read more about the fact that violence against Asians is rising, you can do so online. There are many resources which clearly indicate this concerning trend. It is not only embarrassing that Mr. Vander Doelen is still a council member, it is unacceptable.

The COVID-19 pandemic has been going on for over a year now. If he's saying this now, imagine all the other things Mr. Vander Doelen has said to people over the past year. This is not the type of upstanding citizen who should be an elected official; he is, frankly, a disgrace.

Please do the right thing and do not let him off with a half-hearted (or non-existent) apology. Please show all members of the community that they will be respected and that you will not condone racism by allowing him to continue his duties.

Thank you,  
Rachel Stadder

---

**From:** Bondy, Sherry <[sbondy@essex.ca](mailto:sbondy@essex.ca)>  
**Sent:** May 9, 2021 5:34 PM  
**To:** Rachel Stadder [REDACTED]  
**Subject:** Re: Disgusted by racism of Chris Vander Doelen

**Update Regarding Councillor Vander Doelen and the Integrity commissioner:**

Hi everyone, Council has been told that the report regarding the Integrity Commissioner and his investigation into the tweets is coming to council May 17th. It will be on the public agenda. I did ask everyone before if they wanted their email included on the public agenda but since that time Town hall has requested that the authors send the emails directly to the clerk. Many of you did want your email included I hope you can take a minute to make sure it is as it can not be forwarded to the clerks from me.

If you would like your email included on the public agenda please email Robert Auger, Shelley Brown and cc me so I can cross reference the emails are getting included.

**Important- emails must be sent by Tuesday May 11th by noon to be included.**

Robert- [rauger@essex.ca](mailto:rauger@essex.ca)

Shelley [sbrown@essex.ca](mailto:sbrown@essex.ca)

Sherry [sbondy@essex.ca](mailto:sbondy@essex.ca)

Also the agenda usually comes out the Thursday before around 4 -5 so you can check the website to see what the report says. If for some reason the report is delayed I will likely post that on my social media.

Please tune into the last 20 minutes of Essex Ontario Youtube to hear Councillor Vander Doelen's most recent comments.

---

**From:** Rachel Stadder [REDACTED]  
**Sent:** Saturday, April 10, 2021 5:54 PM  
**To:** CouncilMembers <CouncilMembers@essex.ca>  
**Subject:** Disgusted by racism of Chris Vander Doelen

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Hello,

I am writing to express my disgust with the recent behaviour of Chris Vander Doelen on Twitter (although I am sure he has said far worse in the private sphere).

Although I am not a member of the Asian community, you do not need to be one to know that his remarks are hateful and will only contribute to rising racism against Asians. In fact, it is even more important for white people to stand up and denounce this when we see it so that the burden does not lie on the oppressed alone.

If you wish to read more about the fact that violence against Asians is rising, you can do so online. There are many resources which clearly indicate this concerning trend. It is not only embarrassing that Mr. Vander Doelen is still a council member, it is unacceptable.

The COVID-19 pandemic has been going on for over a year now. If he's saying this now, imagine

all the other things Mr. Vander Doelen has said to people over the past year. This is not the type of upstanding citizen who should be an elected official; he is, frankly, a disgrace.

Please do the right thing and do not let him off with a half-hearted (or non-existent) apology. Please show all members of the community that they will be respected and that you will not condone racism by allowing him to continue his duties.

Thank you,  
Rachel Stadder

NOTICE OF CONFIDENTIALITY This communication, including any attachments, is intended only for the use of the addressee(s) to this email and is confidential. If you are not an intended recipient or acting on behalf of an intended recipient, any review, disclosure, conversion to hard copy, dissemination, reproduction or other use of any part of this communication is strictly prohibited. If you receive this communication in error or without authorization, please notify the originator immediately and remove it from your system.

**From:** [Sarah Hurst](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Re: In response to Chris Vander Doelen's tweets  
**Date:** Monday, May 10, 2021 9:50:19 PM

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Please include my name and email [REDACTED] on the public agenda in regards to the tweets written by Councillor Vander Dolen, to show my support against racism here in Essex County.

Sarah Hurst

**From:** [Lil Lim](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Cc:** [Bondy, Sherry](#)  
**Subject:** Re: My email to Mayor Snively, Councillors, and the Integrity Commissioner Robert Swayze  
**Date:** Sunday, May 9, 2021 9:49:39 PM

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Dear Roger, Shelley, and Sherry,

Kindly include my email sent on April 11th, 2021 addressing Chris Vander Doelen titled "Racist statement from elected councillor".

Attached below.

Dear Mayor Snively and Councillors,

My name is Lilyanne Isabelle Lim. My family has lived in Essex County our whole lives and we love our town and neighbouring wards.

But when one of your influential officials, namely Mr. Vander Doelen, holding authority over a community spews racist remarks on an open public platform and thinks he will not be held accountable during an already tremendously trying time for Asians within our communities, they end up abusing that privilege which was evident by your elected councillor, Chris Vander Doelen, on April 9th, 2021. Since this address, there has been no formal proper apology made. It's time to call this into attention and right this wrong.

Essex County City Councillors must translate the many written commitments to racial justice it has issued into a continuous effort to support our community inclusive of all races, diversity, and to dismantle racism within and beyond the County wards. To fail to use your platform heft to advance justice when the moment so clearly demands it would be a profound, tragic moral abdication as elected officials.

The fact that Mr. Vander Doelen doubles down on his own conditioning means he's refusing to understand that what he stated continues to aggravate, escalate, and spread racism and divisiveness within our communities.

In Canada, human rights are protected by federal, provincial and territorial laws. Canada's human rights laws stem from the Universal Declaration of Human Rights prohibiting **discrimination** whereby defined as an action or a decision that treats a person or a group badly for reasons targeting race, age or disability. These grounds are protected under the Canadian Human Rights Act.

To be on this elected platform and have that bigot mentality is dangerous for Asian Canadians living in Essex County.

It's not just "concerning". It begs to question how you treat your Chinese Canadian constituents? How you treat Asians within your community with that biased mentality.

It's **not acceptable**. **No Code of Conduct will defend Mr. Vander Doelen's diction** and bad situations win when good people do nothing.

Essex County city councillors, there's 74 of you.

In your ward Mayor, there are 6 councillors one of whom made his racist stance clear.

This isn't "cancel culture" this is a call to do what is right, what is just.

We can't lose sight of the fact that if we *can* do better, we ***must*** do better, even if one of our elected officials have.

Please be advised it's time for a real apology Mr. Vander Doelen, kindly brush up on what constitutes as a violation against our country's human rights laws, then take full accountability.

The councillor's accountability right now serves as a bridge to our collective growth and transparency for

I'm sure we can unanimously agree there really is no place for this divisiveness in our beautiful ***diverse*** community.

Thank you.

Regards,

**Lil**

Thank you for your attention.

Best regards,

**Lilyanne Lim**

**Harvard University, Masters '23**



This E-mail may contain legally privileged and confidential information intended only for the individual or entity named in the message. If the reader of this message is not the intended recipient, or the agent responsible to deliver it to the intended recipient, you are hereby notified that any review, dissemination, distribution or copying of this communication is prohibited. If this communication was received in error, please notify the sender by reply E-mail and delete the original message

**From:** [Jaclyn Brown-Paquette](#)  
**To:** [Auger, Robert](#); [Brown, Shelley](#)  
**Subject:** sbondy@essex.ca  
**Date:** Monday, May 10, 2021 1:22:13 PM

---

CAUTION: This email originated from outside your organization. Exercise caution when opening attachments or clicking links, especially from unknown senders.

Please accept this copy of my correspondence to be included in the public agenda re: Councillor Vader Doelen. Below is my original email:

"I am writing to you today with much disappointment, as I have been made aware of Council member Chris Vander Doelens recent twitter activity. As a Registered Social Worker in the town of Essex, I would be remiss if I didn't speak out over these overtly racist tweets. After all, council members are meant to serve the town and their voice echoes (or should echo) the voice of the people as a whole. This is not the voice of Essex.

While I am fully in support of people being able to respectfully disagree/maintain different viewpoints, racism is not and cannot be a matter of opinion. Council member Doelen's comments violate the Code of Conduct for Members of Council. See section 9.03:

**Discreditable Conduct**

All Members have a duty to treat members of the public, one another, committee and board members and staff appropriately and without abuse, bullying or intimidation, and to ensure that the work environment is free from discrimination and harassment. A Member shall not use indecent, abusive or insulting words or expressions toward any other Member, an employee or any member of the public and shall not speak in a manner that is discriminatory to any individual based on that person's race, ancestry, place of origin, creed, gender, sexual orientation, age, colour, marital status or disability.

As Council members, you all have a level of responsibility and accountability when using your voice (especially in a public forum). I stated this once and I'm going to state it again - this is not a matter of "opinion", this is a matter of racism, perpetuating Asian hate; there is no place for it here in Essex.

There needs to be accountability - I would like to see a public apology made by Mr. Doelen for his comments. Clearly he needs some education around proper use of Social Media, but more importantly, there needs to be education regarding why his comments, assertions and attempts at justifying them are in fact racist. If I'm being honest, someone with these ideas shouldn't even have a place on council.... its quite honestly, despicable.

I look forward to a response in this matter and I appreciate your time and attention".

Regards,

Jaclyn Brown-Paquette  
BA[H], MA, MSW, RSW