

PRESIDENT LAHEY'S PUBLIC ADDRESS: THE FINAL REPORT OF THE INDEPENDENT REVIEW**(1:30pm March 15, 2023)**

Good afternoon to all of you gathered here in Mi'kmaw'ki, at King's and in Alumni Hall and also to those who are with us via live stream. I thank each of you for joining us.

If you don't already know me, I am President Bill Lahey.

I am here to talk about the Final Report of the Independent Review on Accusations of Sexual Assault Against Dr. Wayne Hankey, which, as of 11:30 this morning, was uploaded to the homepage of the King's website. Perhaps some may have already had opportunity to review it.

I will return to the report shortly, but I want to acknowledge that it, and our discussion today covers sensitive subject matter, including references to sexual assault. I want all constituencies of our college community to know there are supports in place for you, today and into the future, both on campus and online.

Students particularly, the Senior Common Room is yours until 3:30 today, there will be active listeners, snacks and resources. Alumni, King's is providing counselors with whom you can book online appointments. Faculty and staff, counsellors from Lifeworks are on site today and tomorrow. For alumni, faculty, staff and students, information on how to book appointments as well as a

comprehensive list of the whole range of available supports is on the grid of the homepage of the King's website under the heading "Final Report–Community Supports."

Sexual Health and Safety Officer, Jordan Roberts and Dean of Students, Katie Merwin, have organized these supports. Both Katie and Jordan are here in Alumni Hall, as is Dr. Sarah Clift, King's Vice President. The three of them have led the community work on King's Action Plan for a Culture of Consent and Respect, which forms the response to recommendations of the Independent Review's Interim Report, which we received in May.

To provide context, I'll briefly review the events that bring us together today.

On February 1, 2021, retired Carnegie professor Dr Wayne Hankey was charged by Halifax Police with one count of sexual assault, arising from an incident in a King's residence in 1988. The following day, King's announced the Independent Review.

On March 4, 2021, we confirmed the selection of Janice Rubin and her colleague Elizabeth Bingham at Rubin Thomlinson LLP, to conduct the Independent Review. Their Terms of Reference were shared that day with the King's community.

The Independent Review had dual purpose, which Ms. Rubin decided to address in two separate reports. One part of the mandate was to make recommendations on the steps King's must take now and in the future to ensure it provides a safe environment for all members of its community, in accordance with the

commitments King's made in its Sexualized Violence Awareness, Prevention and Response Policy, adopted in 2018. This part of the mandate was addressed in the Interim Report.

The second part of Ms. Rubin's mandate was to determine the facts and an appropriate response to the historic incidents that led to the charges against Wayne Hankey. The Final Report we released today addresses this part of the mandate. The division of the Review in this way allowed it to be conducted alongside the criminal process that was underway at the time.

In April of 2021, two additional charges, one of sexual assault and one of indecent assault and gross indecency were laid against Wayne Hankey.

Dr Hankey pled 'not guilty' to all charges.

A year later, on February 5, 2022, two weeks before the first trial was set to begin, Dr. Hankey died. The next day, I wrote to the community to confirm King's intent to continue the Rubin Review, which was always separate from any criminal justice matter.

King's received the Interim Report in May of 2022 and shared it with the community on May 31. The university accepted the report and all its recommendations.

To do this, King's developed its Action Plan for a Culture of Consent and Respect. The plan was shared with the community in September of 2022. As a living document, updates to it were posted in January. The plan will continue to evolve. In a culture of consent and respect, this work will never be 'complete'.

The Interim Report and the Action Plan are both available on the homepage of the King's website. As we move forward, updates will be provided not only by emails but by gatherings to ensure the whole King's community is aware of our progress and has opportunity to ask questions, to critique and to make suggestions to the plan's ongoing development and improvement. These will be in addition to the many meetings, workshops, and training sessions that have happened on campus since September with a focus on putting the recommendations of the Interim Report into effect as quickly as possible for those who are now living, studying, or working at King's, or who visit King's.

I want to take a moment to acknowledge Janice Rubin and her colleague Elizabeth Bingham. Our confidence in Rubin Thomlinson, a leading firm in Canada for this work, was well placed. I thank them for the integrity, sensitivity and hard-nosed focus on the truth they brought to their work. Their stewardship of this difficult and arms length process has been exemplary. One of the men interviewed by Ms. Rubin described the experience to me as cathartic and to use his words exactly, he **“found strength in being part of the solution to this horrific experience.”**

Anticipating the arrival of the Final Report, on January 31, I sent a message to our community that my receipt of it would initiate a process of meeting or speaking

with and listening to all the subjects of the report who wished to speak with me before the release of the report. I have thanked each of the men I have spoken to for participating in the review and I have apologized on behalf of the university to each one of them. I add here, that after receiving my apology, one of the men asked me to share that **he is now hopeful that this Final Report marks the beginning of true healing for him and for the others harmed.**

Before going on, I want to pause here, to express my sincere gratitude to *all* the men who are subjects of this report for coming forward. Whether I recently visited or spoke with you or not, I acknowledge with deep admiration, the courage and resolve required by each of you to overlook your personal discomfort and pain to be willing and able to come forward with your experiences and to hold the university accountable. You have our respect.

To those with whom I did meet or speak, I thank you for your grace and for the help you have provided me as I prepared what I would say to our whole community today. The pattern of abuse laid bare in this Final Report informs today's remarks. To be very clear, I am not saying there is anything good about this pattern. But I would like to say, it was helpful for me to be with you and to be permitted to witness, from your perspective, **the relief that some of you showed through the recognition and affirmation that you were not alone.**

We accept the conclusion of Ms. Rubin that there are likely other experiences within her mandate yet to be shared. Accordingly, in accordance with Ms. Rubin's **first** recommendation, I am announcing that anyone who has not yet come

forward to Ms. Rubin because of any number of fears or concerns, they will have the next 30 days, until April 14, to do so in complete confidentiality. Later today, we will be sending an email to all alumni with Ms. Rubin's contact information to ensure they are aware of this extension in the work of Ms. Rubin. We will also post her contact information on our website. If warranted, Ms. Rubin and her colleagues have committed to amending the Final Report if they learn new information that in their opinion should be added to it.

With these things said, I now directly address the Final Report.

I am not going to detail the extensive investigative processes that went into its creation or enumerate the findings it reaches for thirteen distinct incidents, one of which involves repeated sexual assaults over multiple years; the report and all its findings are available online. If you have not already done so, I encourage you to go to the website and read it – in full. You will see the report does not use names and it carries redactions where necessary to protect the privacy and confidentiality of those who came forward to contribute to the review.

For our purpose today, I will focus on the report's main conclusions.

They read, and I quote:

“Based on the evidence available to us in this process, we have concluded that Dr. Hankey engaged in a pattern of predatory and abusive behaviour towards some young men. We became aware of numerous incidents which ranged from subtle solicitation, sexual suggestion, homophobic remarks, to

sexual assault. In some instances, the reported behaviour fell outside the student-teacher relationship. We have chosen to consider it here, because taken together, it establishes a pattern of behaviour on the part of Dr. Hankey. This behaviour was unwanted by these men, they did not consent to it, and it caused them distress, at different levels of intensity.

Most of Dr. Hankey's conduct described below was connected to Dr. Hankey's employment and role at King's. Indeed, based on what interviewees told us, Dr. Hankey was able to exploit his position to do this. He had access to young men through his teaching and social life at King's, as well as his position as a don in King's residence. For that, we believe that King's is responsible for its role in the harm Dr. Hankey has caused.

Given Dr. Hankey's position within the university at the time, the fact that he was an Anglican priest, and the power differential between Dr. Hankey and the men he took advantage of, it is not surprising that that only one formal complaint¹ was ever made against him (the 1990 complaint). Indeed, had more people wished to complain, there would have been no obvious mechanism at the university to do so at that time.

In our view, King's response to becoming aware of Dr. Hankey's inappropriate behaviour, or suggestions of it, was lacking. This served to protect Dr. Hankey.

¹ Edited post delivery for alignment and accuracy with the report

We wish to be clear that this is our conclusion even when the university's behaviour is judged by the standards of thirty or forty years ago."

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These are sad and sobering words to read.

They reach into us, to feelings of remorse. They demand response and apology.

On behalf of the University of King's College, I unreservedly and unequivocally accept Janice Rubin's findings and her five recommendations. This includes her finding that King's has a responsibility for what happened to those who have come forward. We must accept accountability by making amends to those who have been harmed, including by providing appropriate and just compensation, as called for by Ms. Rubin's **second** recommendation.

Dr. Hankey caused harm to young men who put their trust and confidence in King's. As described in this report, when a formal complaint about his behavior came to the university in 1990-91, the university's probes were serious but inadequate. We failed to connect dots that could have identified Dr. Hankey with a pattern of behaviour, including by failing to consider the parallels between some of the facts of that complaint and a 1981 incident when Dr. Hankey was found in the King's swimming pool with a child. Our response to the 1990-91 complaint, compared to the contemporaneous work of the Diocesan Court of the Anglican Church on the same complaint, was wanting by the standard of the time, as indicated by the different process and conclusions of that court.



It is important to stress this key point: the Diocesan court found on the same complaint that Dr. Hankey had committed sexual assault, and that his wrongdoing was not, as the King's committee accepted, a matter of having an improper consensual relationship with a student.

To the men who have been harmed by Dr. Hankey's reprehensible behaviour and the university's inaction to spare you from it, I apologize to you, deeply, sincerely and publicly. We apologize for what was done to you and for the university's past failure to address Dr. Hankey's behaviour properly and fully.

Making this apology to you is the **third** recommendation of the Report. But we do it not because it was recommended. We do it because it is the right thing to do.

We failed to protect you. We failed to believe you. And we are sorry.

On page 43 of the Final Report, after detailing Dr Hankey's misogyny and bullying within the college community, the report reads: "No one seemed willing to take him on."

But you did. I say this to each of the men who shared their truth with Ms. Rubin and also to all the people who agreed to be interviewed by her and her colleagues.

You are giving King's the opportunity to do now what it should have done in 1991, when the first formal complaint was made. It is a mark of shame that it took your resolve to usher in the deep reflection and conscious culture change we are now called upon as a community, to collectively undertake and to sustain. We will do this by continuing to follow the guidance of the interim report and by

- following Ms. Rubin's **fourth** recommendation, which is to entrench what we must learn from this process into our institutional memory and our ongoing work to ensure proper boundaries between professors and students are maintained, and
- by following her **fifth** recommendation, which is that we create processes to ensure there is deep reflection about what has occurred and the lessons we must draw from it for the future.

Further, and on a personal note, when Dr. Hankey retired I stood by and allowed a huge painting of him, of his commissioning, to be hung in our Library overlooking the reading room where students study without asking the questions about the past, or the appropriateness of this honour, that I should have asked. With hindsight, I clearly see the harm that caused. I personally apologize for this and for hesitating for far too long in having that portrait removed.

The university cannot undo the harm that was done, or the failure to respond appropriately to that harm. I hope, however, that this Independent Review process and the university's response to the Final Report will at least provide

some measure of consolation and hope, as well as confidence in how King's will conduct itself in the future.

To all our past students as well as our faculty and staff who experienced the bullying and misogyny Ms. Rubin's report describes, and to everyone who had their educational experience, or their experience as faculty or staff impaired by these aspects of Wayne Hankey's behaviour, we apologize to you, too, for not making your safety, your well being and your equal participation in the life of King's our top priority.

We did not live up to the values of community, togetherness, and belonging that we profess to be our core values. We also did not live up to the responsibilities and obligations we have as a place of higher learning to students and parents who put their trust in us. We are sorry. That sorrow goes beyond and deeper than my words can convey.

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My personal conviction is that forgiveness depends on acceptance of responsibility and atonement, in institutions as well as with individuals. While accepting that King's may never be forgiven by some for its responsibility and accountability relating to the sexual violence, bullying and misogyny of Dr Hankey, my hope is that through the Rubin Report and our response to it, King's can show it is worthy of forgiveness from those who are able and willing to forgive. With my King's colleagues, I am determined to ensure that King's uses all that it has

learned from this process to become a university that does everything it can to prevent sexual violence in its community and to respond to it when it happens with the seriousness that violence always requires.

Now I would like to demonstrate our willingness to begin to tackle the conversations ahead, by opening the floor for questions ...

.... As a university teaching journalism, we respect deadlines, so I'll start with questions from the media, including those from any student journalists in attendance, before opening it up to whomever else in Alumni Hall may have questions. If you are online, you can send us your questions by emailing Adriane Abbott at adriane.abbott@ukings.ca.