



KOJO Institute Inc
146 Thirtieth Street Suite 100,
Toronto, ON
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December 2, 2021

Chris Carter
Chief Administrative Officer
City of Sarnia
255 Christina Street
Sarnia, ON
N7T 5S7

Chris,

After careful consideration following the events that occurred in the Council training on November 15, 2021, KOJO Institute has elected to withdraw our proposal to train City Management and the Police Services Board.

The undisrupted, uncorrected, and unabated hostility demonstrated by some members of Council toward our Principal Consultant Kike Ojo-Thompson was wholly inappropriate. To this end, multiple members of Council have reached out to KOJO Institute independently to apologize and express regret for the behaviour of their colleagues, thank KOJO Institute for the learning opportunity, and provide additional information pertaining to ongoing discussions about the training within Council. Unfortunately, in view of all of these factors, we believe the environment is unsafe for KOJO Institute and Ms. Ojo-Thompson to provide the upcoming training sessions.

We will not be countersigning the other agreements.

We thank you for the opportunity to work with the City of Sarnia and, under different circumstances, we trust there may be an opportunity to partner again on this important and transformative work in the future.

Sincerely,

Craig Peters
Director of Client Services
KOJO Institute