

I am writing this statement following the Board's decision to approve a reprimand against me, based on office absences and an allegation regarding personal charges on my credit card.

I want to begin by acknowledging that accountability within a student union is essential. Students deserve transparency, responsibility, and integrity from those they elect.

But accountability must be consistent, honest, and must not be selective. It must reflect the full context of someone's work.

I ran for this position as a Black Sudanese woman who has directly experienced what it means to be unsupported by the very institutions meant to serve you. I have lived through the barriers that come with being an international student; being denied access to opportunities like medical school in this province, despite strong academic and extracurricular achievements, while tuition continues to increase and essential supports are cut, where support for the violence in my country hasn't been present.

I ran for this role to advocate for change for students, and I passionately did so because I was one of those students who desperately needed change. I ran because I understood these barriers firsthand. I ran because I wanted to dismantle them.

Throughout my term, I took on work that extended beyond my portfolio. This included media interviews, press releases, social media coordination, budget making, and sponsorship outreach; work that typically falls under other executive roles. This was not occasional support, but a sustained effort to ensure campaigns did not fail due to gaps in other portfolios.

At the same time, I was working in an environment where my role was consistently undermined through dismissive and, at times, blatantly sexist treatment. As the only woman on the Executive team, this was not incidental; it shaped how I was spoken to, how my decisions were treated, and how my credibility was perceived. My decisions were regularly demeaned, my work was reduced rather than taken seriously, and there was a clear pattern of behavior that went beyond professional disagreement. This created a workplace environment that was not only unprofessional but, at times, hostile.

On January 30th, I **formally** raised these concerns in writing to the Executive team, including the harassment I was experiencing and the need for a harassment officer in the office. That request was never acted on.

Despite clearly outlining the conditions I was working under, HSS Representative Habib Hasan's response was that I should "still be there due to operational reasons," effectively dismissing the need for any action to address what I had raised.

He later reinforced this during Board discussions by making comments that I was "seen at the Breezeway more than at the office," and that my Day of Action was "poorly run," in a dismissive and laughing manner.

I want to be clear: references to where I am seen outside of formal office hours are not only irrelevant to my performance, but inappropriate to use in evaluating my role. My personal time is not a metric of my work, and using it as such misrepresents both my responsibilities and contributions.

Habib Hasan's comments are not just inaccurate, but a complete disregard for the scale and impact of the work that was done during my term.

During September, leading up to the Day of Action.

I:

- Contacted over 90 unions, non-profits, and provincial leaders
- Organized a full Month of Action, including protests and events like the tuition graveyard, poster-making sessions, a Tenant rights workshop, and a silent protest on unpaid work terms
- Conducted classroom talks and outreach across campus
- Designed and produced over 40 different posters independently
- Distributed DOA materials across every residence, without executive or staff support

I say with pride that this work was recognized **provincially and nationally**, and it produced real outcomes:

- Increased provincial pressure on unpaid work terms
- A tuition freeze commitments this year.

I have also done extensive work on long-term initiatives,

including:

- A need-based scholarship program, where I reached out to over 60 donors and organizations and researched national models to establish sustainable funding
- A mental health initiative to create a low-stimulation space in the library, alongside securing free community counselling sessions at MUN when institutional support was denied
- Early-stage work on a food insecurity program, including "Monday Munchies" to provide accessible food support for students

I also raised serious concerns about the conduct and accountability of other Executive Members.

Including:

Farhan Probandho, Director of Finance, who has been absent from the office for extended periods while continuing to receive full compensation, and whose conduct has included being

intoxicated during working hours over multiple months, while failing to provide budgets for my Campaign

Nathan Gillingham, Executive Director of External Affairs, who had not been an enrolled student or paying member of the Union, resulting in the loss of a Senate seat, and whose lack of engagement in his portfolio required me to take on external communications, media, and press responsibilities.

These concerns were not only raised; they were deliberately suppressed. I was explicitly asked by Nathan Gillingham not to bring these issues forward to the Board due to concerns about reputational harm. Yet, it is the same Nathan Gillingham who stated publicly:

“The action {the reprimand} taken reflects the seriousness with which the Board approaches these responsibilities. Through a fair process, MUNSU is committed to supporting staff and elected representatives in meeting their roles and expectations moving forward.”

You cannot impartially suppress concerns internally for the sake of reputation, and then publicly sustain a commitment to accountability. That contradiction is exactly what I mean by selective accountability.

Now, addressing the allegations directly:

As it pertains to office presence, my absences were communicated and were directly tied to the workplace environment I experienced, including harassment concerns, and the request for a harassment officer to be present. Despite this, my work did not stop. This role is inherently external, and my work continued consistently through advocacy, organizing, and student-facing initiatives. My presence in this role is reflected in outcomes, not in physical hours spent in an office.

Regarding the allegations on my credit card. The \$12.64 referenced was not an intentional misuse of funds. It was a mix of personal and campaign-related expenses that were unintentionally combined. I was transparent about this within the office and ensured that the full portion was taken from my paycheck. **No student funds were used for personal expenses.** Moreover, when I recognized that managing expenses had become difficult, I **personally** cancelled my credit card to prevent any further issues, and **did not** have my credit card cancelled by the Executive committee, as claimed by the Director of Finance, Farhan Probandho.

I take full responsibility for my shortcomings and handle them transparently and responsibly. I am not against accountability, but I will simultaneously contend that it cannot be selective. When similar or more serious concerns are raised and not addressed, while others are publicly reprimanded, it creates an unfair standard unreflective of the values we claim to uphold

At the same time, it is important to recognize the broader impact of how this has been handled publicly. As a result of this motion, I have been subjected to criminal and fraud accusations, as well as death threats, which have had a serious impact on my wellbeing.

To the student body:

I understand that many of you are seeing this situation unfold in real time, and I know that moments like this can shape how you view your student union and the people within it. What matters most to me is that you are able to see the full context; both the concerns that have been raised, and the work that has been done on your behalf throughout this term. This role has always been about students. About advocating on issues like tuition, unpaid work terms, mental health, and access to support. That work does not exist in isolation. It happens within real conditions, real challenges, and real systems that are not always easy to navigate. I believe students deserve a union that is fair in how it holds people accountable, thoughtful in how it makes decisions, and grounded in the work that directly impacts their lives.

And that is the standard I will continue to work toward.

Director of Campaigns
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