

**Human Rights and Equity Advisor Annual Report  
April 1<sup>st</sup> 2010 – March 31<sup>st</sup> 2011**

**Introduction**

This report provides a brief overview of the activities of the StFX Human Rights & Equity Office for the 12 month period April 2010 to March 2011.

**Mandate of the Human Rights and Equity Advisor**

The mandate of the Human Rights and Equity Advisor is to provide human rights information, assistance, education, training, and informal complaint resolution to all members of the University community with regard to discrimination and harassment.

The Human Rights Advisor reports to the President, through the Vice-President Recruitment and Student Experience.

**1. Education / training on campus**

**a) Rolling out of the “new” Discrimination and Harassment Policy**

**Discrimination and Harassment Policy Training 2010-11**

**Employees**

<b>Date</b>	<b>Department</b>	<b>Number of participants</b>
April 2010	Health Centre	3
May 2010	Faculty of Science	30
	Faculty of Business	30
	Faculty of Arts	30
	Vice President Recruitment and Student Experience Direct Reports	7
June 2010	Faculty of Education Staff	12
	Continuing and Distance Education Staff	12
	Vice President Advancement Direct Reports	4
	Academic Support Staff (Faculty and Academic Departments)	30
August 2010	Vice President Finance and Operations and Direct Reports	6
	Human Resources Department	7
	Advancement, Communications and Alumni Staff	15

September 2010	New Faculty Orientation	10
	School of Nursing	50
	Academic Vice President and Direct Reports	6
November 2010	Students with Disabilities - Tramble Rooms staff	5
	Associate Vice President Research and team	6
	Residence Staff	6
	Recruitment Staff	14
December 2010	Athletic Department	13
	Student Life Staff	6
	Recreation Staff	13
January 2011	Library Staff (3 groups)	40
	Writing Centre Staff	8
February 2011	Conference Services	12
	Campus Store Staff	8
March 2011	Registrar's Office Staff	8
	<b>Approximate total</b>	<b>400</b>

## Students

Date	Department	Number of participants
May 2010	Students' Union	8
June 2010	Science Camp Leaders	8
August 2010	Coady Participants	50
	Volunteers for International Students Welcome	15
September 2010	International Students	60
	Residence Assistants	50
	Student Advocates, Discipline and Appeals Committee student members	20
October 2010	Residence Equity Representatives	10
November 2010	Student Societies	8
	<b>Approximate total</b>	<b>230</b>

## **b) Positive Space Training (LGBTQ)**

The Positive Space Program, which originated as a joint project of the Antigonish Women's Resource Center and the StFX Office of Human Rights and Equity, has been offering training to StFX and community members since 2003.

This program from June 2009 till June 2010 has been coordinated by Joanne Tompkins of the School of Education and is now managed by the Human Rights and Equity Advisor's office. Joanne Tompkins and Rachel Hurst have agreed to assist the Human Rights and Equity Advisor with the coordination of this program. The training sessions are facilitated by trained volunteers. We have approximately 25 volunteer trainers (students, staff members, faculty members, community members) who deliver these workshops on campus and in the community.

For the time period April 2010 to March 2011, over 422 StFX students, faculty and staff (245 Level 1 certificates, 165 Level 2 certificates, and 12 "Train the Trainers" certificates) and 50 members of the Antigonish community took part in Positive Space Training Programs.

## **2. Promotion of the policy / visibility of the Human Rights and Equity Advisor's office**

- a) 7 campus wide emails sent regarding equity related events.
- b) Information booth on Opening Day at Keating Centre (reaching more than 70 students)
- c) Interviewed by the internal media (The Xaverian Weekly and News @STFX)
- d) Taking part in the *University Academic Priority Setting Consultation Process* in April 2010, writing a 5 page Memo to the AVP.
- e) Attending equity related events (Aboriginal Student Welcome, Black Student Welcome, Kwanzaa, Take Back the Night, Pride Week, Mawio'mi, Women Day events)
- f) Organizing annual campus wide equity related events such as:
  - **International Day against Homophobia** May 17<sup>th</sup>, (campus-community organizing committee)
  - **International Day of Human Rights** (held on November 30<sup>th</sup>); approximately 40 people attended this student panel on "To be or not to be a Human Rights Activist in 2010?"
  - **December 6<sup>th</sup>**, National Day of Remembrance and Action on Violence against Women, (campus-community organizing committee); approximately 70 persons attended this commemoration ceremony.

- **Martin Luther King Day**, January 17<sup>th</sup>, speaker: Wanda Robson; approximately 80 persons attended this event.
- African Heritage Month, Graham Reynolds , **“The Many Faces of Jim Crow: Racial segregation in Nova Scotia”**, February 14<sup>th</sup>; approximately 40 persons attended this event.
- **The International Day for the Elimination of Racial Discrimination**, Student panel, March 21<sup>st</sup>; approximately 25 people attended this event.

### **3. Advice / information / assistance to campus community**

I regularly provided guidance to students, staff, faculty, managers on a variety of matters related to equity, discrimination, harassment, conflict, including unreported / unofficial concerns, options and strategies for resolving conflicts. I efficiently help them to self-resolve their issues, refer them to the proper internal or external services and explain the possible options available to them. Over the reporting period, I have received approximately 364 requests. (table 1)

### **4. Handling discrimination and harassment complaints**

- a) Developing timely and effective complaint procedure
- b) Handling complaints from students, staff, faculty and managers

Over the reporting period, I received 4 complaints of discrimination and harassment including personal harassment, 2 informal complaints, 2 formal complaints (systemic discrimination complaint). (I consider receiving a “complaint” only to be when I am requested to intervene directly with the responding party) (table 2)

### **5. Committee work**

#### **a) Equity Advisory Committee (EAC)**

The EAC with representation from all employee groups, advisors and students “maintains communication between the various groups on issues of human rights and equity, assists with ongoing education and awareness programs, and provides information, guidance and support to the Human Rights & Equity Office” as specified in the *St. Francis Xavier Discrimination and Harassment Policy*.

Over this period we have met 4 times. (for more details, please refer to the EAC annual report)

## **b) Committee for Aboriginal and Black Student Success (CABSS)**

(CABSS) is a community-university partnership whose goal is to enhance the cultural capacity of StFX. Originally established in 2002, the last several years have seen concerted efforts to increase equity, inclusivity and success for Aboriginal and Black students, and educate staff, faculty and students on equity, diversity and cultural inclusiveness.

During this time period we have met 5 times.

## **c) Students with Disabilities Committee (SWD)**

I have attended 2 meetings of this Senate sub-committee which the mandate is to (1) organize and monitor services for persons with disabilities; (2) promote awareness of both the abilities and concerns of students with disabilities; (3) develop ways to enable persons with disabilities to achieve equality, independence and full participation at StFX.

## **d) Agnes Calliste African Heritage Lecture Series Organizing Committee**

I have attended 4 meetings of this organizing committee and have met with the speaker, Anthony Stewart, and attended his lecture.

## **6. Internal collaborations**

- a) I have worked closely with the Human Resources Department, meeting with the HR Director bi-weekly and upon their request doing a workplace climate assessment in a non-academic department.
- b) I have also worked very closely with the Student Union Equity Advocate.
- c) I made a 3 hour presentation (“Advocacy through Litigation”) within the Advocacy Certificate Program in May 2010 and in November 2010.

## **7. Community work**

- a) As a member of the **Antigonish and Area Interagency Committee on Family Violence**, I have attended 4 meetings during this time period.
- b) As a Board member of the **Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE)** I attended monthly meetings through conference calls. I also participated in the annual conference in Montreal in April 2010 where I presented 2 workshops.

## **8. Personal development**

In November, I attended a conference in Halifax: “Building Bridges between Indigenous Knowledge and Universities”.

Prepared by Marie Brunelle, Human Rights and Equity Advisor  
March 23, 2011

Table 1

DATE	PH	E	MG	EX	INTERNAL					Total	NATURE OF THE REQUEST
					Stu	Fac	Staff	Adm	Total		
From a total of 364 requests:											
96 requests were related to 36 conflictual situations (many requests can be related to one particular situation)											
Apr 10	5	17	8	12	0	4	12	2		30	- allegations of sexual harassment 2
May 10	6	11	9	7	6	4	7	2		26	- allegations of discrimination 5
June 10	3	10	5	1	2	9	5	3		23	Age 2
July 10	2	3	2	1	2	3	1			7	Sexual orientation 1
August 10	8	3	10	2	5	10	7	3		28	Religion 1
Sept 10	0	12	9	2	7	4	5	6		24	Disability 1
Oct 10	2	14	7	4	12	6	7	1		31	- Duty to accommodate 8
Nov 10	0	11	7	4	5	7	4	1		23	Pregnancy 2
Dec 10	1	8	0	1	2	2	1	0		11	Disability 3
Jan 11		10	7	0	5	1	7	1		17	Sexual orientation 2
Feb 11	1	30	6	1	9	10	8	8		37	Mental health 1
Mar 11	3	9	5	4	69	18	12	4		107	- Allegations of personal harassment 6
<b>Total</b>	<b>31</b>	<b>228</b>	<b>75</b>	<b>39</b>	<b>124</b>	<b>78</b>	<b>76</b>	<b>31</b>	<b>364</b>		217 internal requests for documentation, information, meetings
PH = Phone    E = Email C = Complaint MG = Meeting EX = External											
- Information 39 - Requests to meet 16 - Requests for training and presentations 24 - Requests for positive space training 88 - Requests for collaboration 20 - Financial support 9 - Documentation 11 - Academic assignments 6 - Internal media requests 4											
38 external requests											
- Media 2 - Universities 21 - Community 15											

Discrimination and Harassment Complaints  
 handled by the Human Rights and Equity Advisor  
 April 1, 2010 - March 31, 2011

Table 2

COMPLAINTS								
Nature of the allegation	Ground	Date	Complainant		Respondent		Resolution process	Outcome
			Gender	Status	Gender	Status		
Systemic discrimination in the University by-laws	Religion Sex Marital Status	Mar 2010	M	Students (2)	N/A	BOG	Formal process	pending
Not hired on a tenure track position	Age	Apr 2010	F	Faculty	F	Faculty	Informal resolution	Informal meeting facilitated by the Human Rights Advisor. Complainant satisfied
Derogatory comments	Personal harassment	Sept 2010	M	Faculty		Managers	Informal resolution	Informal meeting facilitated by the Human Rights Advisor. Complainant satisfied.
Systemic discrimination / institutional policy	Sex	Dec 2010	Committee			StFX	Formal process	pending
4 complaints 2 informal resolution procedures 2 formal process (challenging institutional policies)								