

Human Rights and Equity Advisor Annual Report April 1st 2011 – March 31st 2012

Introduction

This report provides a brief overview of the activities of the StFX Human Rights & Equity Office for the 12 month period from April 2011 to March 2012. All the activities listed in this report are inspired by the desire to make the *Discrimination and Harassment Policy* as a lived document endorsed by all.

Mandate of the Human Rights and Equity Advisor

The mandate of the Human Rights and Equity Advisor (HREA) 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. Presentations and training on campus

a) Discrimination and Harassment Policy Training 2010-11

The Advisor continued to reach out to groups who have not yet received training as prescribed in the Policy.

- **Employees**

Date	Department	Number of participants
May 2011	Finance	7
May 2011	Finance	8
May 2011	NSGEU	35
May 2011	Procurement	6
June 2011	Residence Staff	6
August 2011	New Faculty Orientation	10
August 2011	Student Security Staff	25
October 2011	NCCDH	11
February 2012	Deans, Coordinators and Academic Department Chairs	50
	Total	158

- **Students**

Date	Department	Number of participants
April 2011	Coop Program Students	15
June 2011	Science Camp Leaders	12
August 2010	Coady Participants	50
August 2011	Residence Assistants and Proctors	50
August 2011	International Students	100
September 2011	House Presidents and Vice-Presidents	35
September 2011	Student Peer Mentors	50
September 2011	Student Advocates, Discipline and Appeals Committee members	20
	Total	332

b) Positive Space Training (LGBTQ)

The Positive Space Program has been offering training to StFX and community members since 2003.

The training sessions are facilitated by trained volunteers and are offered free of charge to participants. The Human Rights and Equity Office manages this program and covers its costs. Joanne Tompkins and Rachel Hurst assist the Human Rights and Equity Advisor with the coordination of this program.

We currently have 69 volunteer trainers (23 students, 8 staff members, 9 Faculty members, 26 community members and 3 alumni) who, since April 2011 delivered more than 35 workshops on campus and in the community.

These volunteer facilitators trained over 464 StFX students, faculty and staff, and 56 community members.

The Office issued the following certificates :

- 326 Level 1
- 215 Level 2
- 27 Train the Trainer

There are now more than 700 LGBTQ Allies listed on our website:

www.mystfx.ca/campus/stu-serv/equity

For more information on this program, please refer to the Positive Space Training Annual Report.

c) Classroom Presentations

Upon request, the HREA delivered classroom presentations on the following topics:

- *Ethics in Nutrition*, for a Nutrition class in May 2011.
- *Advocacy through litigation* for the Coady Certificate “Advocacy & Citizen Engagement” in June 2011 and November 2011.
- *Institutional Social Change*: panelist for a Development Studies panel discussion in March 2012.

2. Promotion of the policy / visibility of the Human Rights and Equity Advisor’s office

Beyond these standardized programs listed in the section one, the HREA works in other ways to increase the visibility of the Office and in so doing, enhance awareness of rights and responsibilities related to discrimination and harassment.

a) 4 Information booths:

- Resource Fair for Residence Assistants
- Welcome Day at Keating Centre; more than 70 students completed a Human Rights Quiz
- Safety and Security Day
- Community Fair (during the Youth Activism Conference)

b) Attendances at events organized by equity-seeking groups:

- Aboriginal Student Welcome
- Black Student Welcome
- Kwanzaa
- Take Back the Night
- Pride Week
- Gay Straight Alliance Week
- Mawio’mi
- Women’s Day events

3. Organization and delivery of 10 campus wide equity related events

International Day against Homophobia:

On May 17, organized in partnership with Antigonish Pride Committee.

Events to highlight Residential Schools and Truth and Reconciliation Commission:

2 Conversation sessions on the topic of Residential Schools and the Truth and Reconciliation Commission: the HREA held one session on campus (Oct. 5th) and one in town (Oct 7th) in partnership with Nancy Peters, a community member and the Aboriginal Student Advisor. Approximately 40 people participated in these conversations.

On November 3rd more than 100 persons attended a lecture given by **Dr. Daniel Paul** on the Residential Schools.

Isabelle Knockwood spoke on the same topic on November 22nd. Approximately 50 persons attended this event.

Africville

Building on the opportunity provided by the presence on campus of Joe Sealy and Jackie Richardson performers of the musical performance *Africville Suite* (presented by the Antigonish Performance Arts), on November 2nd the Office showed the documentary, ***Africville: Can't Stop Now***. Approximately 60 persons viewed this documentary and more than 100 attended the musical performance with Joe Sealy and Jackie Richardson who also attended the screening.

Commemoration of December 6th

The HREA brought together community and campus members to commemorate the National Day of Remembrance and Action on Violence against Women; approximately 120 persons attended this ceremony.

Martin Luther King Day

The HREA arranged for Dr. Henry Bishop to speak on campus on January 18th. Approximately 90 persons attended this event.

Mental Illness Awareness

The HREA arranged with GASHA and its Ethics Committee to invite to campus the Park Bench Players (a community based theatre troupe) to perform their original play on Mental Illness, "With a Little Help from my Friends" on February 16th. More than 250 persons attended this play. This play inspired a 1.5 hour discussion between the performers, the Ethics Committee and the public.

Anti-Bullying Day

The Pink Shirt Day was organized in partnership with the Human Resources Department, the Student Union and NSGEU. On February 29th more than 150 demonstrated their support by wearing a pink shirt and showing up for a group photo.

Anti-Racism and Discrimination Week

The Human Rights and Equity Advisor coordinated the Anti-Racism and Discrimination Week Planning Committee and on March 21st facilitated an International Day for the Elimination of Racial Discrimination panel discussion on how to create an inclusive classroom in a post-secondary setting. The Anti-Racism and Discrimination week was sponsored by: StFX Student Union, StFX Human Rights and Equity Office, Student Life Office, International Student Advisor, Aboriginal Student Advisor, B.L.A.C. Student Society, CABSS (Committee for Aboriginal and Black Student Success) and the BEA (Black Educators Association).

These events have attracted extensive media coverage by internal (The Xaverian Weekly, News@STFX and StFX website) and external media (The Casket).

4. Advice / information / assistance to campus community

I regularly provide guidance to students, staff, faculty, managers on a variety of matters related to equity, discrimination, harassment, conflict. This guidance includes unreported / unofficial concerns, options and strategies for resolving conflicts. I explain the possible options available, I refer them to the proper internal or external services and I help them to self-resolve their issues. Over the reporting period, I have received approximately 481 requests. Of these requests, 137 were related to 25 conflictual situations. (table 1)

5. Handling discrimination and harassment complaints

Over the reporting period, I received 3 complaints of discrimination: 1 informal complaint and 2 formal systemic discrimination complaints. (table 2)

6. Committee work

a) Equity Advisory Committee (EAC)

The HREA coordinates the EAC meetings and the follow-up. Over the reporting period 6 EAC meetings were held. For more details, please refer to the EAC annual report.

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*.

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 reporting period the HREA attended 5 meetings.

c) Students with Disabilities Committee (SWD)

The HREA attended 3 meetings of this Senate sub-committee which has the mandate 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

The HREA is a member of this committee and attended 3 meetings. She spent the day with the guest speaker, Robert Small and attended his lecture.

7. Internal collaborations

The HREA initiated many contacts with key players on campus to improve links between the Human Rights and Equity office and other services in order to ensure that the Policy becomes embedded in the daily management of the University. The Human Rights and Equity Advisor:

- a) met twice with the President: in April 2011 and in March 2012.
- b) met with the AVP and the deans on December 16, 2011.

- c) met with the AVP, Associate VP Research, Deans, Chairs and Program Coordinators Meeting on February 16, 2012 and delivered a brief presentation on the following topic: *Preventing and Responding to Discrimination and Harassment: Chairs and Coordinators responsibilities.*
- d) worked closely with the:
 - * Aboriginal Student Advisor
 - * LGBTQ Student Advisor
 - * International Student Advisor
 - * Student Union Equity Advocate
 - * International, Black, Aboriginal and LGBTQ Student Societies
 - * Student Peer Mentor Coordinator
 - * Indigenous Health Education Enrichment Strategy Program facilitator
 - * Human Resources Officer (monthly meeting since January 2012)
- e) contacted and met with Student Services managers to explore how the Human Rights and Equity Office could work more closely and formally with them.
- f) provided written input on the Draft Sexual Assault Response Procedure in November.
- g) offered written advice to the President stressing the urgency to hire a full time Black Student Advisor in January.
- h) requested to participate in campus-wide committees dealing with issues related to equity.

8. Community work

- a) As a member of the **Antigonish and Area Interagency Committee on Family Violence**, the HREA attended 4 meetings during this time period.
- b) Throughout the year, the HREA developed strong relationships with many community partners: Town of Antigonish, GASHA, Antigonish Women's Resource Centre (AWRC) and the Naomi Society.
- c) As a Board member of the **Canadian Association for the Prevention of Discrimination and Harassment in Higher**

Education (CAPDHHE) the HREA attended monthly meetings through conference calls. The HREA is also member of the organizing Committee of the Annual Conference.

9. Personal development

- In June 2011, the HREA attended a 2 day training (Applied Suicide Intervention Skills Training) in town.
- In August 2011, the HREA attended a 2 day professional development workshop at the CBA (Canadian Bar Association) Annual Conference in Halifax.
- Attended 2 workshops on Hypersexualization (May 2011 by the NS Government and February 2012 by the AWRC).
- The HREA met with the Human Rights and Equity Advisors from the Atlantic area (Dalhousie, St. Mary's, St. Vincent, UNB) in Halifax in January 2012.

Prepared by Marie Brunelle, Human Rights and Equity Advisor on March 20, 2012

Human Rights and Equity Advisor Report 2012

Table 1

DATE	PH	E	MG	EX	INTERNAL					Total	NATURE OF THE REQUEST
					Stu	Fac	Staff	Adm			
Apr 11	4	30	7	7	6	8	14	6	41	<p>From a total of 481 requests:</p> <ul style="list-style-type: none"> • 137 requests were related to 25 conflictual situations (many requests can be related to one particular situation) <ul style="list-style-type: none"> - allegations of sexual harassment (conflict of interest) 1 - allegations of discrimination <ul style="list-style-type: none"> Age 1 Sexual orientation 1 Gender 4 Pregnancy 1 Race 6 - Duty to accommodate <ul style="list-style-type: none"> Pregnancy 1 Disability 2 Mental health 1 - Allegations of personal harassment 8 - Offensive graffiti 1 - Snow removal / accessibility 3 • 269 internal requests for documentation, information, meetings <ul style="list-style-type: none"> - Information 40 - Requests to meet 24 - Requests for training and presentations 26 - Requests for positive space training 127 - Requests for collaboration 30 - Financial support 5 - Documentation 9 - Letter of reference 5 - Internal media requests 3 • 75 external requests <ul style="list-style-type: none"> - Media 5 - Universities 25 - Community 42 - Government 3 <p>16 requests were related to the Positive Space Program</p>	
May 11	2	28	12	12	9	1	13	6	42		
June 11	7	17	3	6	9	2	7	3	27		
July 11	0	13	0	2	3	0	4	3	13		
August 11	1	32	8	5	13	6	10	7	41		
Sept 11	4	72	12	2	50	13	26	5	88		
Oct 11	6	28	17	6	22	11	11	1	51		
Nov 11	0	24	5	3	7	11	8	0	29		
Dec 11	3	21	9	9	4	8	9	3	33		
Jan 12	7	37	7	15	16	5	9	6	51		
Feb 12	3	21	8	5	15	7	4	1	32		
Mar 12	1	22	10	3	12	10	8	0	33		
Total	38	345	98	75	166	82	123	41	481		
<p>PH = Phone E = Email C = Complaint MG = Meeting EX = External</p>											

Discrimination and Harassment Complaints handled by
the Human Rights and Equity Advisor
April 1, 2011 - March 31, 2012

Table 2

COMPLAINTS								
Nature of the allegation	Ground	Date	Complainant		Respondent		Resolution process	Outcome
			Gender	Status	Gender	Status		
Systemic discrimination / Institutional Policy / Children in the workplace, Breastfeeding provision	Sex	Dec 2010	N/A	Committees EAC and AUT (SWEC)	N/A	StFX VP Finance and Operations	Formal process	Informal meeting held on October 5, 2011. StFX agreed to change the wording of the provision. Complainant satisfied.
Systemic discrimination - article 1.16.1 (termination of health care coverage for members 68 years +	Age	Sept 2011	N/A	2 faculty	N/A	StFX VP Finance and Operations	Formal process	Exchange of documents pending
Suspension from a program / duty to accommodate / discrimination	Pregnancy / health conditions	Sept 2011	F	Student	N/A	Dean	Informal process	<ul style="list-style-type: none"> • Informal meeting on Sept 7 (unsuccessful) • reintegrating the program, student reactivated the complaint • pending
3 complaints 1 informal resolution procedure 2 formal process (challenging institutional policies)								