



To the StFX Campus Community,

I am committed to ensuring the StFX community takes meaningful steps forward in addressing racism with the objective of seeing marked and lasting change at StFX. Over the last few weeks, the senior administrative team met with members of the university's Black community to listen and understand about racism on campus and in the community, and the university's actions and responses (or lack thereof). Importantly, these meetings provided crucial opportunities to hear from those who face racism every day.

On behalf of the senior administrative team, I want to thank the students, faculty and staff who participated in these sessions. I can only imagine the courage it takes to share your experiences of racism, reliving incidents that occurred both on our campus and within the broader community. I want to report that we've heard you, loud and clear. We have heard that racism exists in the classroom, in residence and in the community. We also heard that these problems have been reported before and have not been addressed.

We must do better. Words alone are not enough. We must take immediate action.

The first step we are taking is to create a President's Action Committee on Anti-Racism (PACAR). Reporting directly to me, the PACAR's mandate will be to identify and address systemic barriers to full and equal participation that affect all under-represented and marginalized groups at StFX, taking a review of the university's policies, procedures, and practices to ensure alignment with our goals of equity and inclusion. The scope of the work will encompass the entire sphere of university operations, including not only the way we operate, but also addressing the need for more open communications about racism within our community. The output will be a comprehensive, university-wide, anti-racism action plan that will address diversity, equity and inclusion issues related to reporting, teaching and learning practices, communications, services, and any other identified aspects of the university culture.

The PACAR will be co-chaired by Robert Upshaw, an African Nova Scotian with extensive expertise in anti-racism, anti-Black racism and social justice, and Dr. Kevin Wamsley, the university's Academic Vice President and Provost. The Terms of Reference of the Committee ensure an open and fair application process with the goal of having a minimum 70% composition from members of our community who are traditionally under-represented. The full Terms of

Reference as well as the details of the application process will be shared next week for those interested in participating.

Again, thank you to those who have demonstrated leadership and have challenged the university to be better. Your efforts and commitment toward ensuring transformative changes at StFX have provided us with a clearer vision of what should be. It is now our time, collectively, to build on your momentum.

Andy

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