



To the Campus Community,

As mentioned in my message to the community last week, we are establishing a President's Action Committee on Anti-Racism (PACAR) to identify and address systemic barriers to full and equal participation that affect all under-represented and marginalized groups at StFX. 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 university is now seeking applications from StFX students, faculty, staff and extended community members to serve on the PACAR.

To apply:

Applications can be submitted in confidence through this [secure form](#).

- **All applications must be submitted by: April 11, 2021.** The review and selection process of committee members will follow with the goal that the Committee will be formed and underway by May 1, 2021.
- Applications are encouraged from members of equity deserving groups that are traditionally under-represented.
- Applications are strongly encouraged from those who have:
 - demonstrated a commitment to anti-racism and inclusive excellence;
 - served as leaders in the development and implementation of anti-racism initiatives on our campus or in the community;
 - knowledge of principles that enhance equity, representation, and respect;
 - a history of maintaining respectful, inclusive environments with academic and non-academic community members while facilitating discussions inclusive of dissenting views and opinions;
 - integrity and ability to work within complex cultural frameworks using an intersectional approach; and

- a demonstrated level of understanding with respect to the appreciation of different perspectives.

Composition of the Committee:

Comprising 12 members, the committee seeks to have a minimum of 70% representation from Black, Indigenous and People of Colour (BIPOC) communities:

- Academic Vice President and Provost (Co-Chair)
- External Advisor (Co-Chair appointed by the President)
- Vice President Students
- Indigenous Elder
- Students (3)
- Faculty (2)
- Staff (2)
- Community member

Selection of the Committee members:

Applications for faculty, staff, and community members will be reviewed and considered by the following committee:

- Co-Chairs of the PACAR
- StFX Manager of Human Rights and Equity
- Indigenous Elder

Student applications for the committee will be reviewed and moved through a ranked ballot election process conducted in cooperation with the Diversity Engagement Centre.

Last week we acknowledged that we must take immediate action. I am encouraged by the momentum and look forward to having the PACAR established and working in the days ahead.

Andy

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