

Services and Administrative Committee Meeting

Meeting Minutes

March 30, 2021

Present: Andrew Hakin (Chair) and Lynne Delorey (Recording Secretary)
Kyler Bell, Lisa Craig, Jacqueline De Leebeeck, John Delorey, Megan Fogarty, Bob Hale, Shanna Hopkins, Richard Isnor, Murray Kyte, Wendy Langley, Leon MacLellan, MJ MacLellan, Leo MacPherson, Margie McKinnon, Kathleen Provost, Jennifer Swinemar-Murray, Kevin Wamsley and Elizabeth Yeo

Regrets: Andrew Beckett, Randy Peters, Kerry Prosper

A. Hakin opened the meeting at 9:05 am and welcomed Committee members. The minutes of the February 2, 2021 meeting were approved with amendments on a motion by L. MacPherson, seconded by L. MacLellan. Motion carried. The agenda for the March 2, 2021 meeting was approved as circulated.

Andy Hakin reported on recent meetings held to discuss racism on campus. An initial meeting was requested and held on February 26, 2021 with a group of Black students, staff and faculty who voiced their concerns regarding racism on campus. K. Wamsley and E. Yeo were also in attendance. At the meeting, the students provided examples of racist behaviors that they have experienced on campus and questioned what StFX was going to do to stop it. They indicated that their concerns were brought forward several years prior but that to date, there has been little change. A. Hakin, K. Wamsley and E. Yeo committed to the attendees of the February 26 meeting that they would meet again in one month to share a plan of action. The second meeting was held on March 24, 2021.

E. Yeo, K. Wamsley and A. Hakin provided an overview of the action that they presented on March 24, 2021. Some highlights include:

- Acknowledgement of racism on campus
- Ways we can do better include:
 - Greater diversity in our staff and faculty
 - Improved policies/procedures to address racist behaviors.
 - Access to Black counselling support
 - Education on racism
 - Improved communication
- Some changes already in place or in progress include:
 - Revised job descriptions and classifications for Diversity Engagement Centre staff
 - Creation of a new lounge and study space at the Diversity Engagement Centre
 - Creation and integration of anti-racism modules (Fall 2021)
 - Addition of new administrative position in Equity, Diversity and Inclusion which will help to transform the learning environment and decolonize the curriculum.
 - Creation of culturally relevant pedagogy leads for all faculties.
- Next steps include the creation of a President's Action Committee on Anti-Racism (PACAR)
 - Co-chaired by Kevin Wamsley, Academic Vice President & Provost and Robert Upshaw, External Advisor to the President.
 - A call for applications will be circulated with committee work to begin by May 1.
 - Representation from students (3), faculty (2), staff (2) and community (1) as well as an Indigenous Elder and the VP Students

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A. Hakin indicated that a call for PACAR nominations will be circulated to students, faculty, staff and community later this week.

Roundtable Discussion:

Highlights of the roundtable discussion include:

- Working collaboratively, we can educate each other to ensure campus events are culturally relevant.
- We need to stand up against injustice around us. We cannot be intimidated. Initiating these conversations will contribute to our comfort level.
- There is much learning that can be derived from the sexual violence policy process.
- We are not alone in this struggle. There are opportunities for us to do better and learn.
- There two ways that we can build momentum - ask questions and report poor behavior! Find resolutions.

Wrap-up

A. Hakin thanked all for their input. Everyone has a unique lens on where we need to be and how to get there. Moving forward through our Strategic Plan, we will work collaboratively to get to where we need to be.

The meeting adjourned 10:25 a.m.