

Athletic Equity & Safe Sport Advisory Committee Update

November 2025

Good Afternoon,

We wish to inform the campus community that St. Francis Xavier University has formally accepted the Athletics Equity and Safe Sport (AESS) Report, marking a significant milestone in the University's ongoing work to strengthen equity, safety, and accountability within varsity sport.

Launched in 2023, the AESS Committee brought together student, faculty, and staff representatives to examine policies, practices, and culture across StFX Athletics.

Over the past 18 months, this initiative has advanced in parallel with the implementation of the External Review of the Sexual Violence Policy, ensuring coordination and shared accountability between Athletics and Student Services. This dual approach has enabled StFX to move forward with a unified vision of respect, inclusion, and safety for all members of its community.

This comprehensive review included two subcommittees: the Equitable Resourcing Subcommittee, chaired by Dr. Charlene Weaving, and the Safe Sport Subcommittee, chaired by Dr. Greg Hadley.

Summary of Subcommittee Recommendations

The Equitable Resourcing Subcommittee brought forward twelve recommendations under the following four categories:

- Head Coaches
- Stipend Assistant Coaches
- Scheduling of Games
- Athletic Financial Awards (AFAs)

The Safe Sport Subcommittee advanced nine recommendations under three categories aligned with the Universal Code of Conduct to Prevent and Address Maltreatment in Sport (UCCMS):

- Expectations
- Education
- Complaints and Response

A status update on each recommendation will be provided in the Implementation and Accountability Framework which is currently under development. At a high level, several

recommendations are already completed, with others underway, planned for future implementation, or under review to ensure alignment with institutional timelines and resources. Together, these 21 **recommendations** provide a comprehensive framework for advancing gender equity, athlete safety, and accountability across StFX Athletics.

The next update will outline the implementation status and next steps for each recommendation, including items completed, underway, or planned for future phases.

Next Steps

The University has accepted the AESS Report and all recommendations *in principle*. The University Response to the Report is underway. The Report together with the Implementation and Accountability Framework will outline timelines, performance indicators, and reporting mechanisms. We anticipate the release of the Report and the Plan in the spring of 2026.

Continued Commitment

The University expresses its sincere gratitude to all members of the AESS Committee and its subcommittees for their thoughtful work and leadership. Their findings and recommendations reflect both recognition of existing strengths, progress and a clear-eyed understanding of the challenges that remain.

As StFX moves into this next phase, our collective goal is to sustain momentum—continuing to build a culture in which equity, safety, and respect are embedded in every aspect of varsity athletics.

This initiative has been a key part of StFX's broader equity and anti-racism strategies. For more information on the Athletic Equity and Safe Sport Advisory Committee, please visit the website: <https://www.stfx.ca/athletic-equity-safe-sport>.

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