



Project Charter

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| Project Name | Athletics Equity & Safe Sport Advisory Committee (AESS) |
| Project Sponsor/ Co-Chairs | Monica Foster, VP Administration and Finance & Elizabeth Yeo, VP Students |
| Project Manager | Michelle White, Athletics Fund Development Officer, StFX Advancement |

1 CHARTER INTRODUCTION

1.1 GOAL OF PROJECT

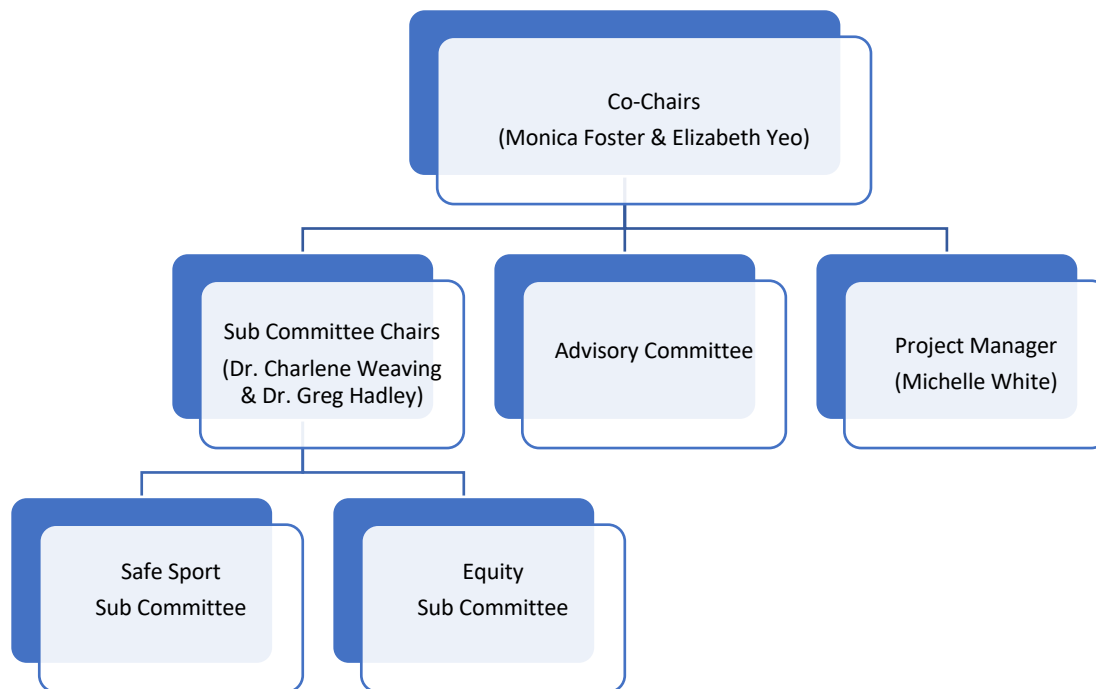
To identify a pathway to transform StFX Varsity Athletics into a fully equitable and safe environment by 2028.

1.2 PROJECT TEAM

| Name | Title | Committee Role |
|----------------------|---|---|
| Elizabeth Yeo | VP, Students | Advisory Committee Co-Chair |
| Monica Foster | VP, Finance & Administration | Advisory Committee Co-Chair |
| Dr. Charlene Weaving | Professor, StFX Human Kinetics Department | Advisory Committee/ Equity Sub Committee Chair |
| Dr. Greg Hadley | Assistant Professor, Faculty of Education | Advisory Committee/ Safe Sport Sub Committee Chair |
| Gary Waterman | Head Coach, X-Men Football | Advisory Committee/ Equity Sub Committee |
| Akwaima Akpan | Student-Athlete, X-Women Rugby | Advisory Committee/ Equity Sub Committee |
| Wendy Langley | Director of Development, Advancement | Advisory Committee/ Equity Sub Committee |
| Leo MacPherson | Director, Athletics & Recreation | Advisory Committee/ Equity Sub Committee |
| Gatluak James | Student-Athlete, X-Men Basketball | Advisory Committee/ Safe Sport Sub-Committee |
| Krista McKenna | Manager, Varsity Athletics & Communications | Advisory Committee/ Safe Sport Sub-Committee |
| Matt Spencer | Head Coach, X-Women Basketball | Advisory Committee/ Safe Sport Sub-Committee |
| Grace Bourret | Diversity, Outreach and Engagement Librarian | Advisory Committee |
| Megan Fogarty | Director, Human Rights & Equity | Advisory Committee |



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|----------------|---|-----------------|
| Michelle White | Athletic Fund Development Officer, Advancement | Project Manager |
|----------------|---|-----------------|



1.3 PROJECT STAKEHOLDERS

- StFX Board of Governors
- StFX University Executive Team
- StFX Campus Community (Senate, Faculty, Staff & Students)
 - StFX Advancement
 - StFX Scholarship Office
 - StFX Human Rights & Equity Office
- StFX Varsity Athletics
- StFX Student Services
- Atlantic University Sport (AUS)

2 PROJECT OBJECTIVE

2.1 The creation of the Athletics Equity and Safe Sport Committee

This committee will develop a tailored framework specific to StFX Athletics, focusing on employment equity, equitable resourcing, creating a culture of inclusion, respect, consent,



safety and understanding of power dynamics within the athletic community. It will assess existing policies and practices, ensuring alignment with these objectives, drawing on the experiences of campus stakeholders including student-athletes, coaches, and support staff.

2.2 Equity Sub Committee Focus

- 1) Hiring and recruitment practices (i.e. Head Women Coaches)
- 2) Resource Allocation
- 3) Scheduling and Facility Bookings
- 4) Promotional Materials
- 5) Hall of Fame

2.3 Safe Sport Sub Committee Focus

- 1) Document review (e.g., team data, existing athletics policies, wider university policies)
- 2) Landscape survey (e.g connecting with other USport institutions, research best practice)
- 3) Developing guidelines for student support staff (e.g., managers)

2.4 Sexual Violence Report

Advisory Committee work will also include exploration and development of a reporting mechanism for student athletes and advancing athletics-related recommendations from the Sexual Violence Report.

3 PROJECT MILESTONES

The AESS Advisory Committee aims to complete the action plan by July 2024. There will be a one-year review with recommendations provided to stakeholders by July 2025.

| Milestone | Description | Estimated Completion Date |
|------------------|--|----------------------------------|
| Phase One | Call to Action, Project Staffing, Project Kick Off | June 2024 |
| Phase Two | Identify Sub Committee Priorities | July 2024 |
| Phase Three | Data Collection (Data Gathering, Policy Reviews, Environmental Scan) | March 2025 |
| Phase Four | Implementations and recommendations | June 2025 |
| Phase Five | Measure and evaluate overall Project objectives | December 2025 |



4 COMMUNICATION PLAN

| Audience | Method of Communication | Frequency | Owner | Approver |
|--|--------------------------------------|---|--|-------------------------------|
| StFX Board of Governors | In-Person Meeting/ Email/ Website | Quarterly or by Request | Sub Committee Co- Chairs /Project Manager | Co- Chairs |
| StFX Faculty and Senate Reports | In- Person Meeting | VP Students- Jan, Sept & Mar VP F&A- Apr, Sept &? | Sub Committee Co- Chairs /Project Manager | Co-Chairs |
| StFX Executive Team & StFX Leadership Team | In-Person Meeting/ Email/ Website | Quarterly or By Request | Sub Committee Co- Chairs/ Project Manager | Co- Chairs |
| StFX Campus Community | Email/ Website | Quarterly | Sub Committee Co- Chairs /Project Manager | Co- Chairs |
| StFX Athletics | Email/ Website | Quarterly | Sub Committee Co- Chairs/ Project Manager | Co- Chairs |
| Atlantic University Sport | Written Proposal | One Time | Sub Committee Co- Chairs/ Project Manager | Co- Chairs |
| Project Advisory Committee | Teams Folder | As Necessary | Project Manager/Co Chairs | Project Managers/Co-chairs |

- External Reporting: The committees will provide regular updates as their work progresses; regular reports will be shared to the campus community. This initiative is 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>.