



**President's Action Committee on Anti-Racism (PACAR)**

**Minutes**

**October 7, 2025**

**4:00-5:30 pm**

**TEAMS**

**Attendees:**

Megan Fogarty, Cindy MacKenzie, Jane McMillan, Robert Upshaw, and Elizabeth Yeo

**Regrets:**

Amanda Cockshutt, Jennifer Desmond, Gord Gallimore, Kaisan Stevens, Kerry Prosper, Jane McMillan, Ornella Nzindukiyimana, Marcel Desmond, Tara Reddick, Akua Amankwah- Poku, Ann Sylliboy, Sabrina Skinner,

Welcome and Land Acknowledgement was offered by R. Upshaw.

Elizabeth motioned to accept the agenda as presented. The motion was seconded unanimously. With no additions or corrections, the motion carried.

M. Fogarty moved to accept the minutes as presented. The motion was seconded by Elizabeth. With no additions or corrections, the motion carried.

**Co-Chairs and Working Group Updates**

R. Upshaw provided the PACAR (President's Advisory Committee on Anti-Racism) presentation during the Welcome events for new staff and faculty. This included a dedicated session focused on anti-racism, aimed at fostering a foundational understanding of institutional commitments and expectations.

**Meetings and Consultations:**

**School of Nursing:**

Held a focused discussion with Elizabeth Gibbons on advancing anti-racism initiatives within the School of Nursing, identifying opportunities for collaboration and action.

**Campus Activities Planning:**

Met with Akua and Lorraine to discuss current and upcoming campus activities, with an emphasis on inclusive planning and equitable engagement.

**ANS Black Nova Scotian Education Framework Consultation:**

Participated in a consultation session contributing to the development of the African Nova



Scotian (ANS) Education Framework. The discussion centered on strategies to support the recruitment of African Nova Scotian students into Post-Secondary education.

E. Yeo reported that a proposal for the African Nova Scotian Nursing Cohort, which aims to improve access and success for African Nova Scotian nursing students by addressing key barriers, has been submitted for government funding.

The committee has made significant progress in advancing initiatives related to our ceremonies. Of the 14 proposed action items, consensus has been reached on 13. The final item still under discussion pertains to how we move forward in honoring the Catholic heritage within our ceremonial practices.

Once the action plan is finalized, it will be shared with the PACAR committee for review and input. Ensuring cross-committee engagement remains a priority, as it fosters broader collaboration and alignment across the institution.

The enhancements implemented thus far have been positively received, reflecting our ongoing commitment to greater inclusivity. As we look ahead, the next key challenge is to ensure that individuals of all faiths—or of no faith—feel equally respected and included.

Currently, we are applying standards such as informed consent, but we recognize the need to explore whether additional measures are required. This might include providing clearer options for opting in or out of ceremonial elements or further clarifying the nature and purpose of each component.

A formal Campus Equity Inventory is underway, with a progress report scheduled for mid February. The inventory aims to provide a comprehensive overview of equity efforts across all departments and will be completed and shared at the AGM later this year. A detailed communication plan will also be developed and implemented in the coming months to support this work.

Megan Fogarty reported on REES, the anonymous reporting platform for Sexualized Violence, which is now expanding to include a portal for reporting harassment and discrimination. This enhancement aims to strengthen the organization's ability to effectively address and respond to such issues.

The Calliste Centre is finalizing its branding, which will enable broader advertising and outreach initiatives. The next steps include inviting more guest speakers and developing an action plan to secure staff for the dedicated culturally relevant mental health role.

Priority hiring efforts across the university are progressing, with a focus on positions related to Equity, Diversity, Inclusion, and Accessibility (EDIA).



A key issue identified is the routing of inquiries to general email addresses (e.g., info@indigenoustudents), which creates complications during staff transitions and may result in lost communication with students. Moving forward, a shift to named or role-based contacts is recommended.

It is also important to update all relevant websites to ensure information is accurate and up to date. Outdated contact details can create barriers for community members trying to connect with support services. **Action:** Megan Fogarty to review and recommend website contacts adjustments

There is a need to gain access to the Deveau Committee to better understand the timelines and processes within the Registrar and Admissions offices. For the next meeting, it would be beneficial to have a representative present to speak to these timelines. Karen Brebner is currently identified as the appropriate contact for this information. **Action:** Jennifer to invite Danielle Bennett to the next meeting.

To commemorate the June signing ceremony with the Mainland Mi'kmaq event, small plaques from the signing will be framed and displayed on campus.

An overnight camp is being planned for July, targeting 40 students from the Mainland Mi'kmaq. The camp will focus on supporting students as they transition into the workforce. Potential Model for African Nova Scotian Students: There is interest in developing a similar transitional support model for African Nova Scotian students, aimed at helping them successfully move into the workforce after graduation.

The Senate forum on Indigenous issues will continue to be held at the Senate, providing an ongoing platform for discussion. Elizabeth will provide Robert's name as a resource to Senate as they prepare for an inaugural forum on anti-Black racism, designed as an intensive learning experience focused on a specific topic.

A dedicated project team has been formed to develop a 5-year strategy aimed at identifying needs and gaps in supporting the University to build EL opportunities and especially for and with our underrepresented communities.

### **AGM Focus:**

The Annual Equity Report to the province is due February 15th, followed by the break week. Proposed AGM dates: we discussed March 5th, with a storm date on March 12th, scheduled from 1:00 to 3:00 pm, to be held in person. Note: March 11th is the Elimination of Racism Day. Jennifer will reach out to secure a venue for events around that date. NOTE: following the meeting, due to scheduling changes for the co-chairs, we will consider the alternate dates at the next meeting.



**OFFICE OF THE PRESIDENT**  
ST. FRANCIS XAVIER UNIVERSITY

Adjournment—at 5:22 pm

Our next meeting will be rescheduled-- Tbc