



ST. FRANCIS XAVIER
UNIVERSITY

Athletics Equity and Safety Advisory Committee Call for Applications

StFX University is committed to the Xaverian values and principles of equity, anti-racism, accessibility, and a campus-wide approach to all students succeeding and flourishing.

We are excited to invite you to become a valuable member of the [Athletics Equity and Safety Advisory Committee](#) as we continue to uphold our commitment to equity, diversity, inclusion, and accessibility (EDIA). Our efforts are in alignment with the [StFX University Strategic Plan: Building Our University the Way it is Meant to Be \(2023-2028\)](#) and our work is continuing.

In December 2023, as mandated by the President, the VP Finance and Administration and the VP Students, the University launched the [Athletic Equity, Safety and Well-Being Project](#) and established the interdisciplinary [Athletics Equity and Safety Advisory Committee](#). The primary goal of this committee is to support the Department of Athletics in being leaders in promoting safe, equitable, and inclusive sports environments. The committee shall collaborate with existing [committees](#) and initiatives, including the 2023 PACAR Action Plan and the recently announced [External Review of the StFX Sexual Violence Policy](#) which will provide relevant insight into the priorities for action concerning gender-based and sexual violence within athletics.

A draft of the Athletics Equity and Safety Advisory Committee Terms of Reference is available [here](#). The Committee's responsibilities include:

- **Confirming the Terms of Reference for the Committee**
- **Comprehensive Review:** Assessing existing athletic policies, guidelines, practices, and programs equity, and safety in sports.
- **Identifying Gaps:** Recognizing strengths, gaps, challenges, and areas for improvement in current athletics policies and practices.
- **Evidence-Based Approach:** Incorporating and applying existing research in University Athletics focusing on gender equity, racism, and inclusion.
- **Stakeholder Engagement:** Engaging with relevant stakeholders, including student-athletes, coaches, administrators, advocacy groups, and experts, to gather input and feedback.
- **Action Plan Development:** Developing an implementation and accountability framework and recommending the necessary structure and resources to implement priorities.



Application Process for the Athletics Equity and Safety Advisory Committee

The VP Finance and Administration and the VP Students invite applications from faculty members, members of the coaching staff and student athletes to serve on this committee. Please indicate your interest in serving on this committee by completing the application form available [here](#).

Your application should include:

- Your reasons for wanting to join the Athletics Equity and Safety Advisory Committee.
- Your previous involvement or experience with athletics and sport.
- Your previous involvement or experience with equity and inclusion in athletics and sport.
- Whether you are a member of a historically and currently marginalized and excluded group.

The deadline for applications is **February 2, 2024**. The review and selection process will follow with the goal of convening the first meeting in late February 2023. The Final Terms of Reference and Advisory Committee members will be confirmed and posted shortly thereafter, in collaboration with the Athletics Equity and Safety Advisory Committee.

We encourage you to engage with this important work, helping us create a more inclusive and equitable community for student-athletes at StFX. Your involvement will play a pivotal role in achieving our shared goals. If you have any questions or need further information, please do not hesitate to contact us via aeswb-project@stfx.ca. We look forward to receiving your application.

StFX University is committed to accessibility, so if you require accommodations or alternative formats for the application process, please contact us at aeswb-project@stfx.ca.

We look forward to your participation in shaping a more inclusive and equitable future at StFX.

Sincerely,

Monica Foster, VP Finance and Administration
Elizabeth Yeo, VP Students

