

Human Rights and Equity Advisor Annual Report April 1st 2012 – March 31st 2013

Introduction

This report provides a brief overview of the activities of the StFX Human Rights & Equity Office for the 12 month period from April 2012 to March 2013. All the activities listed in this report are inspired by the desire to make the *Discrimination and Harassment Policy* become a lived document endorsed by all.

Mandate of the Human Rights and Equity Advisor

The mandate of the Human Rights and Equity Advisor (HREA) is to provide human rights information, assistance, education, training, and informal complaint resolution to all members of the University community with regard to discrimination and harassment.

The HREA reports to the President, through the Vice-President Recruitment and Student Experience. Therefore, since May 2012, she reports to Ramsay Duff.

1. Presentations and training on campus

a) Discrimination and Harassment Policy Training 2012-13

The Advisor continued to reach out to groups who had not yet received training as prescribed in the Policy.

- **Employees**

Date	Department	Number of participants
August 2012	New Faculty Orientation	15
September 2012	School of Business	25
	Total	40

- **Students**

Date	Department	Number of participants
June 2012	Science Camp Leaders	10
August 2012	Coady Participants	50
August 2012	O'Crew Leaders	20
August 2012	International Students	100
September 2012	Student Advocates, Discipline and Appeals Committee members	20
	Total	200

b) Positive Space Training (LGBTQ)

The Positive Space Program has been offering training to StFX and community members since 2003.

The training sessions are facilitated by trained volunteers and are offered free of charge to participants. The Human Rights and Equity Office manages this program and covers its costs. Joanne Tompkins assists the Human Rights and Equity Advisor with the coordination of this program.

We currently have 30 volunteer trainers (students, staff members, faculty members, community members) who, since April 2012 have delivered more than 14 workshops on campus.

These volunteer facilitators trained over 260 StFX students, faculty and staff, and community members. Two professional development sessions were held for these trainers to deepen their understanding of the experience of transgender and asexual people (November 27, 2012 and January 10, 2013)

The Office issued the following certificates:

- 229 Level 1
- 36 Level 2

For more information on this program, please refer to the Positive Space Training Annual Report.

c) Classroom Presentations

Upon request, the HREA delivered classroom presentations on the following topics:

Institutional Social Change: panelist for a Development Studies panel discussion in March 2013.

2. Promotion of the policy / visibility of the Human Rights and Equity Advisor's office

Beyond the standardized programs listed in section one, the HREA works in other ways to increase the visibility of the Office and in so doing, enhances

awareness of rights and responsibilities related to discrimination and harassment.

a) Three information booths:

- Welcome Day at Keating Centre; more than 70 students completed a Human Rights Quiz (August 2012)
- Student Leaders Showcase (August 2012)
- First year Transition Showcase (Oct. 2012)

b) Attendances at events organized by equity-seeking groups:

- Aboriginal Student Welcome
- Black Student Welcome
- Kwanzaa
- Take Back the Night
- Pride Week
- Mawio'mi
- many more events

3. Organization and delivery of eight campus wide equity related events in partnership with community and campus partners:

International Day against Homophobia:

This day (May 17) was organized in partnership with community and campus partners.

Mental Illness Awareness

The HREA arranged with GASHA to bring back to campus the Park Bench Players (a community based theatre troupe) to perform their original play on mental illness, "*With a Little Help from my Friends*" on September 9, 2012. Approximately 200 persons attended this play and participated in an hour long discussion with the performers.

Supportive Learning Environment Faculty Panel

This panel held on October 11, 2012, was organized in partnership with the AVP, the deans and the Faculty Development Committee. The panel composed of a dean, 2 faculty members, a graduate student and Mi'kmaw elder presented inclusive practices and strategies. Approximately 60 people attended this event.

Commemoration of December 6th

The HREA brought together community and campus members to commemorate the National Day of Remembrance and Action on Violence against Women; approximately 150 persons attended this ceremony.

Martin Luther King Day

In partnership with the Black Student Advisor, we arranged for Dr. Burnley “Rocky” Jones to speak on campus on January 24th. Approximately 100 persons attended this event and participated in an hour long discussion with the speaker.

Jackson Katz events (February 12, February 13)

These events were organized by the Naomi Society and the RCMP. The HREA joined them to maximize the promotion and success of the events that took place on campus. More than 150 people attended the night lecture and more than 200 were at the breakfast event.

International Women Week (March 4- March 9)

This week was sponsored by the AWRC, the Naomi Society, the Regional Library, the Paqtnkek Heath Centre, the RCMP, the Human Rights and Equity Office, the Black Student Advising Office, the Coady International Institute and by the Students’ Union. During this week, 10 events were held on campus and in the community of Antigonish. The Human Rights Advisor and the Black Student Advisor joined their efforts to organize a “Film & Talk” session around the movie “Black Mother, Black Daughter”; more than 60 people attended this event.

Anti-Racism Week (March 15- March 24)

The HREA coordinated the Anti-Racism Week. This week was sponsored by: the Aboriginal Student Advising Office, the Black Student Advising Office, the International Student Advising Office, the Human Rights & Equity Office, the Aboriginal Students Society, the International Students Society, the Black Student Society and the Students’ Union.

These events have attracted extensive media coverage by internal (The Xaverian Weekly, News@STFX and StFX website) and external media outlets. (The Casket).

4. Advice / information / assistance to campus community

The HREA regularly provides guidance to students, staff members, faculty members and managers on a variety of matters related to equity, discrimination, harassment and conflict. This guidance includes dealing with unreported/unofficial concerns and providing options and strategies for resolving conflicts. The HREA explains the possible options available and refers them to the proper internal or external services and helps them to self-resolve their issues. Over the reporting period, the advisor has received approximately 506 requests. Of these requests, 82 were related to 33 situations. (table 1)

5. Handling discrimination and harassment complaints

Over the reporting period, the HREA received two complaints of discrimination: one informal complaint and one formal systemic discrimination complaint. (table 2)

6. Committee work

a) Equity Advisory Committee (EAC)

The HREA coordinates the EAC meetings and the follow-up. Over the reporting period three EAC meetings were held. For more details, please refer to the EAC annual report.

The EAC with representation from all employee groups, advisors and students “maintains communication between the various groups on issues of human rights and equity, assists with ongoing education and awareness programs, and provides information, guidance and support to the Human Rights & Equity Office” as specified in the *St. Francis Xavier Discrimination and Harassment Policy*.

b) Committee for Aboriginal and Black Student Success (CABSS)

CABSS is a community-university partnership whose goal is to enhance the cultural capacity of StFX. Originally established in 2002, the last several years have seen concerted efforts to increase equity, inclusivity and success for Aboriginal and Black students, and educate staff, faculty and students on matters such as equity, diversity and cultural inclusiveness.

During this reporting period, the HREA attended six meetings.

c) Students with Disabilities Committee (SWD)

The HREA attended two meetings of this Senate sub-committee which has the mandate to (1) organize and monitor services for persons with disabilities; (2) promote awareness of both the abilities and concerns of students with disabilities; (3) develop ways to enable persons with disabilities to achieve equality, independence and full participation at StFX.

d) **Agnes Calliste African Heritage Lecture Series Organizing Committee**

The HREA is a member of this committee and attended three meetings. On February 5, she spent the day with the guest speaker, Dr. Afua Cooper and attended her lecture.

e) **Advisory Committee for “Preventing the Violence against women at StFX” Project**

This two year project is a Campus Community project that aims to engage young people to prevent violence against women on campus. The advisor worked closely with the Project Coordinator and has attended ten meetings of the Advisory Committee;

7. Internal collaborations

The HREA initiated many contacts with key players on campus to improve links between the Human Rights and Equity office and other services in order to ensure that the Policy becomes embedded in the daily management of the University. The Human Rights and Equity Advisor:

- a) presented her Annual report to the Senate on April 3, 2012;
- b) met with the President in April 2012.
- c) met with the AVP and the deans on August 10, 2012.
- d) worked closely with the:
 - * Aboriginal Student Advisor
 - * Black Student Advisor
 - * LGBTQ Student Advisor
 - * International Student Advisor
 - * Student Union Equity Advocate
 - * International, Black, Aboriginal and LGBTQ Student Societies

8. Community work

- a) As a member of the **Antigonish and Area Interagency Committee on Family Violence**, the HREA attended five meetings during this time period.
- b) In October 2012, Marie Brunelle had been nominated as the Academic Liaison for StFX on **GASHA Ethics Committee**. She has attended four meetings.
- c) Throughout the year, the HREA developed strong relationships with many **community partners** including; the Town of Antigonish,

GASHA, the Antigonish Women's Resource Centre (AWRC), the Naomi Society, the Sisters of St. Martha and the RCMP.

- d) As a Board member of the **Canadian Association for the Prevention of Discrimination and Harassment in Higher Education** (CAPDHHE) the HREA attended monthly meetings through conference calls. The HREA is also member of the organizing Committee of the Annual Conference.
- d) The HREA met with the Human Rights and Equity Advisors from Dalhousie University, in Halifax in January 2013.

9. Personal development

- Attended a day long workshop for Service Providers on Post-Separation Domestic Abuse, Oct. 31, 2012;
- "Delete Bullying " Webinar, one hr., on November 15, 2012;
- In January 2013, the HREA attended a two day professional development conference at the CBA (Canadian Bar Association) Annual Conference in Halifax.
- Completed a Gender-based Online Course from Status of Women Canada (four hour);

Conclusion

While I feel that I have accomplished considerable efforts to advance equity in this past year, some factors limited the scope of my actions. The job action by various unions was the focus of most of the SAC, faculty, staff and students and thus it was much more difficult to engage in equity related work. In addition, the absence of administrative support to this office since May 2012 severely limits my ability to work at my full capacity as Human Rights & Equity Advisor.

Recognizing that equity needs to be pervasive, extending across all areas of campus and into the surrounding community, I have made capacity building and partnership a focus of my efforts this past year. I am pleased to report that strong collaborative partnerships now exist between the Human Rights Advisor and the Black, Aboriginal, International, LGBTQ Students Advisors, the Students' Union, the AWRC, the Naomi Society, RCMP, GASHA and the Town of Antigonish.

Such work raises our profile within the community and these relationships benefit both partners and the University through sharing information, expertise and resources.

Prepared by Marie Brunelle, Human Rights and Equity Advisor on March 25, 2013

Table 1

DATE	PH	E	MG	EX	INTERNAL					Total	NATURE OF THE REQUEST
					Stu	Fac	Staff	Adm			
April 12	5	29	11	13	16	12	14	0	55	<p>From a total of 506 requests:</p> <ul style="list-style-type: none"> 82 requests were related to 33 situations (many requests are related to one particular situation) <ul style="list-style-type: none"> <u>Allegations of discrimination:</u> <ul style="list-style-type: none"> Age 1 Race 1 <u>Duty to accommodate:</u> <ul style="list-style-type: none"> Pregnancy 1 Disability 5 Mental health 1 Family Status 1 <u>Allegations of harassment:</u> <ul style="list-style-type: none"> Sexual harassment 2 Personal harassment 15 Racial harassment 4 <u>Allegations of hostile work environment:</u> 2 <u>382 internal requests:</u> <ul style="list-style-type: none"> Information 20 Requests to meet 91 Requests for presentations 15 Requests for positive space training 100 Requests for collaboration 103 Financial support 8 Documentation 28 Letter of reference 5 Internal media requests 12 <u>114 external requests:</u> <ul style="list-style-type: none"> Media 7 Funding 7 Universities 14 Community 81 Government agencies 5 <p>requests related to the Positive Space Program 30</p>	
May 12	0	18	3	7	5	5	3	1	21		
June 12	4	15	10	12	2	15	1	0	32		
July 12	0	19	4	3	4	2	6	4	23		
August 12	2	18	3	3	5	9	6	0	23		
Sept 12	8	53	6	8	38	7	9	2	67		
Oct 12	8	24	11	3	15	6	12	2	43		
Nov 12	5	32	6	13	16	4	8	0	43		
Dec 12	4	14	2	6	4	2	2	6	20		
Jan 13	5	36	10	10	14	14	13	1	51		
Feb 13	7	39	10	12	8	11	21	4	56		
Mar 13	5	52	14	14	27	12	19	0	72		
Total	53	363	90	104	154	99	114	20	506		

PH = Phone E = Email
 C = Complaint
 MG = Meeting
 EX = External

COMPLAINTS								
Nature of the allegation	Ground	Date	Complainant		Respondent		Resolution process	Outcome
			Gender	Status	Gender	Status		
Systemic discrimination/health insurance coverage /age/Collective Agreement, article 1.16.1	Age	Sep-11	N/A	Faculty	N/A	STFX	Formal Process	Recommendations sent: June 22, 2013; settled through: Nego. Process of the C.A.
Duty to accommodate	Disability	Jun-12	N/A	Faculty	N/A	Manager	Informal resolution	accomodation provided: access to service door