

StFX University
Athletic Equity and Safe Sport Advisory Committee
November 7, 2024 Morrison Hall Boardroom

Present: Elizabeth Yeo, Wendy Langley, Megan Fogarty, Krista McKenna, Matt Spencer, Gary Waterman, Akwiama Akpan, Charlene Weaving, Gatluak James, Michelle White

Regrets: Grace Bourret, Greg Hadley, Monica Foster, Leo MacPherson

1. Approval of Agenda- Motioned by Krista McKenna, Seconded by Megan Fogarty
2. Approval of Aug 22 Minutes- Motioned by Megan Fogarty, Second by Matt Spencer
Approval of Oct 3 Minutes- Motioned by Matt Spencer, Second by Charlene Weaving
3. Elizabeth shared an update on behalf of her and Monica
 - They met with the Head Coaches, Athletics Leadership, Student Services Leadership and Heather Blackburn and with the use of a facilitator took a deep dive into the recommendations from the WaterShed Report
 - Next steps from that will be for Monica and Elizabeth and the Directors to decide how to move forward with recommendations then they will share those results with this committee.
 - The group had some discussion around the communication and trusting relationship that currently exists and is being further developed between Athletics and Student Services.
4. Elizabeth gave an update on behalf of Greg and the Safe Sport Sub Committee.
 - They have been discussing policy work around Safe Sport. Krista is going to take the lead on that.
 - They have investigated the PD attended by staff and student-athletes within Athletics.
 - They plan to have focus groups in February with student-athletes to ask them about how they feel about their safety and what they feel are their rights and responsibilities.
 - The question was raised of how to engage a representative sample, potentially using a gift card as incentive. Charlene also suggested snacks and Akwiama suggested colouring pages.

- Elizabeth told the group that they have also been discussing getting a baseline sexual violence Provincial Climate Survey that would include all students, not just student-athletes

5. Charlene provided an update from the Equity Sub Committee

- The group just met in the middle of October and Krista attended to provide insight on the financials
- Charlene shared statistics of the number of female vs male students enrolled fulltime in undergrad or education then compared these numbers to number of spots on teams for females vs males
- She also flagged the vast difference in Athletic Financial Aid (AFAS) awarded to male student-athletes vs female student athletes
- There is a recently announced USPORTS policy that says that AFAs must be a minimum 45% to females and 45% to males
- There was a group discussion on team budgets, again comparing male teams to female teams.
- There are no current female head coaches. Of the 29 assistant coaches, 8 are female and of those 4 are volunteer, not given a stipend.
- There is currently a policy in place that is supposed to dictate which team gets the feature game at homecoming each year, if Homecoming continues to happen in the Fall.
- The subcommittee is in the process of preparing a survey that will go out to all student-athletes to get their feedback on gametime preference by the end of November.
- Scheduling is more of an AUS/USPORTS issue because it is happening at that level, and it is suggested that there is lots of room for improvement around which teams get priority.
- Discussion around AFAs and the issues with academic standing, Academic All Canadians, etc. These things feed into what is offered and what is given.
- Krista noted on the scheduling that AUS is organizing Zoom calls for each sport to discuss scheduling. She has already sat on a call where gender equality has already been brought up around timing/day/evening of games.

Next Meeting: January 15, 2025 1:00pm NT 821