



**President's Action Committee on Anti-Racism (PACAR)
Annual General Meeting
Charles V. Keating Centre, 1018 A
1:00-2:30 pm**

Minutes

Attendees: 37 participants in attendance

1. Call to Order

The meeting was called to order at 1:00 PM by Elizabeth Yeo.

2. Land Acknowledgement

Megan Fogarty provided the land acknowledgment.

3. Welcome Remarks

Dr. Hakin welcomed attendees with appreciation for the dedication to the work of the President's Action Committee on Racism. StFX is committed to respecting and supporting the needs and goals of our students, faculty, and staff by creating policies and practices that are adaptable, innovative and inclusive.

4. Agenda Overview and Meeting Objectives

Objective: To highlight key achievements and priorities for next steps from the PACAR Action Plan.

Activity: Each table focused on two specific environments from the Action Plan.

Process: Groups discussed what stood out to them about these environments and why they were significant.

Participation: Participants were invited to leave sticky notes on group reporting sheets with immediate thoughts or concerns.

Focus Areas: Next Steps

Objective: To outline hopes and actionable priorities for the two selected environments over the coming year.



Each group reported back to the entire assembly, summarizing key insights and proposed priorities.

5. Summary of Recommendations

1. Teaching, Learning, and Research Environment

- **Faculty Engagement:** There's difficulty in mandating faculty participation in EDIA efforts; incentives or structured supports could enhance engagement.
- **Professional Development:** Expand culturally relevant and anti-racist pedagogy, support faculty attendance with tools like a Teaching and Learning Centre, and include trauma-informed practices.
- **Curricular and Student Supports:** Develop and enhance programs like the Summer Bridge Program and prioritize transitional support year efforts, especially for marginalized groups.
- **Field Trips and Community Engagement:** Regular trips, like African Nova Scotian community bus tours, are needed to foster cultural competence.
- **Scholarships and Financial Support:** Current scholarships and bursaries aren't sufficient for financial needs; additional support is needed.

2. Living and Social Environment

- **Orientation Programs:** Continue to enhance orientations for students to familiarize them with EDIA resources and community engagement.
- **Religious and Cultural Inclusion:** Ensure inclusive practices extend to social spaces and consider food security for all students and students with specific dietary needs.
- **Highlighting Successes:** Develop a communication strategy to celebrate achievements in social and living environments, strengthening student belonging.

3. Working and Organizational Environment

- **Equity-Focused Roles and Resources:** Establish a dedicated VP or senior role focused on equity, with clear accountabilities and fair salary structures. Consider expanding roles within Student Services or Human Rights & Equity.
- **Professional Development and Accountability:** Strengthen and standardize equity-focused professional development with clear accountabilities, and improve access to resources.
- **Peer Support and Mentorship:** Continue building and enhancing peer mentorship programs to foster belonging among new and marginalized staff.

4. Community Environment

- **Collaboration with Local Community:** Partner with Antigonish town to deliver EDIA programming, including training and inclusive events, fostering a more unified approach to equity.



- **Data Collection on Equity-Seeking Groups:** Record and analyze data on equity-seeking groups' access to campus resources to inform improvements.

5. Student Leadership and Support

- **Support and Training for Student Leaders:** Address inequities among student leaders and provide resources for those hesitant to report incidents, ensuring they have support mechanisms.

6. Achievements and Wins

- **New Roles and Initiatives:** Positive steps include smudging protocols, the success of the African NS Bus Tour, and the establishment of centers like the Centre for Black Student Success and Indigenous Governance.
- **Employment Equity Policy:** This policy is set to launch soon, which should bolster equitable hiring practices campus-wide.

7. Ongoing Discussions and Definitions

- **Race and Ethnocultural Identities:** Continue developing a shared working definition of race and ethnicity, acknowledging the complexity and necessity for ongoing dialogue.

6. Closing Remarks

Closing remarks were provided at 2:26 PM, summarizing key points and upcoming actions. The meeting was officially adjourned at 2:30 PM.

7. Next Steps

A request for any additional insights or action items will be shared with attendees.

Links to the PACAR Accountability Plan will be shared for participant reference.