



## StFX Equity Professional Development and Education Summary

### Introduction

StFX University is committed to advancing equity, diversity, inclusion, accessibility, and reconciliation (EDIA-R) through a range of educational and training initiatives. These efforts are spearheaded by various working groups, committees, and departments across the university, including:

- The Office of Human Rights and Equity
- The President's Action Committee on Anti-Racism (PACAR)
- Religious Inclusion Working Group
- Equity Advisory Committee
- Culturally Relevant Pedagogy Chair
- Coady Institute
- Teaching and Learning Centre Committee
- Ad Hoc Equity Committee on Civil Discourse
- Sexual Violence Prevention Committee
- AUT Status of Women and Equity Committee
- Accessibility Working Group
- The Kiknu Collective
- Athletics Equity & Safety in Sport Committee

### Current Areas of Focus

The university's current EDIA-R education initiatives focus on the following areas:

- Ableism and Accessibility
- Anti-Black Racism
- Anti-Indigenous Racism
- Anti-Islamophobia
- Anti-Oppression (General)
- Antisemitism
- Civil Discourse
- Culturally Relevant Pedagogy
- Gender Equity
- Homophobia & Transphobia
- Sexual Violence Prevention
- Xenophobia

### Approach: Four Core Components

StFX employs a comprehensive approach to addressing equity, diversity, inclusion, and accessibility, aiming to mitigate hate and racism within the university community. This approach is structured around four core components:



1. **Academic Program Content or Courses:** Courses at StFX are designed to educate students on the historical and contemporary contexts of EDIA and Reconciliation, and addressing hate and racism, equipping students with the skills to identify and challenge these issues.
  2. **Co-Curricular Instruction:**
    - **Cultural Education:** The Office of Human Rights and Equity, along with other academic and campus partners, organizes observances such as African Heritage Month, PRIDE Month, and Mi'kmaq History Month. These events celebrate diversity and provide opportunities to educate the community about the rich histories and contributions of underrepresented groups, promoting understanding and allyship.
    - **Tools for Response – Taking Action:** Workshops and training sessions provide students and community members with the skills to identify and respond to hate, bias, racism, discrimination, and sexual violence. Bystander intervention training is a key component.
  3. **Leadership Development:** This focuses on raising awareness and fostering inclusive practices among managers, supervisors, faculty, staff, and student leaders. Training modules are available to enhance skills in creating inclusive environments.
  4. **Educational Partnerships:** StFX collaborates with external organizations to enhance its educational offerings on topics related to identity, discrimination, and history. Partners include the Antigonish Women's Resource Centre, Delmore Buddy Day Learning Institute, African Nova Scotian community members and local Indigenous communities, among others.
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## Appendix 1: Detailed Program Descriptions

### Academic Program Content or Courses

Students at StFX are introduced equity, diversity, inclusion, accessibility, and reconciliation and to the historical and present-day experiences of hate and racism to help them recognize and develop skills to confront these issues. **Appendix 2** includes a draft list of StFX credit courses that integrate academic content on equity, diversity, inclusion, accessibility, and reconciliation, hate and racism. **Appendix 3** includes non-credit offerings by the StFX Coady Institute.

### Co-Curricular Instruction by content area:

- [Ableism and Accessibility](#)

[Inclusive Classroom Checklist](#) Teaching and Learning Centre

**Mental Health Awareness Week:** The Mental Health and Wellness Coordinator offers an annual Mental Health Awareness Week focused on promoting mental well-being through workshops and talks on mental health topics, information on counseling services and crisis support, events and social media efforts to reduce stigma, activities like mindfulness and exercise sessions, and providing opportunities for students to connect and support each other. The goal is to create a supportive environment, raise awareness, and encourage seeking help.



- Anti-Black Racism

**Anti-Black Racism** - Participants will examine concepts of second-class citizenship, environmental racism and explore the historic and current challenges and celebrations of African Nova Scotians (Africville, Viola Desmond, street checks) 1.5 (+) hours. In person or virtual delivery.

**African NS Community Bus Tour for Faculty and Staff** – sponsored by the Office of Human Rights and Equity and hosted by Dr. Wendy Mackey, Associate Professor, Culturally Relevant Pedagogy and Leadership, *Coordinator, Culturally Relevant Pedagogy Concentration MEd*

8:30 am	On Campus: Breakfast/ Watch the film Little Black School House
10:50 am	Bus leaves for Tracadie Baptist Church
11:00 am	Arrive in Tracadie
11:15 am	Welcome/History of Tracadie
11:45 am	Lunch prepared and served by Community Elders/Senior Testimonials/Film/ Q&A
1:15 pm	Arrive Lincolnville
1:30 pm	Welcome and History of Lincolnville
2:30 pm	Arrive at Chedabucto Education Centre in Guysborough
2:50 pm	Welcome and Presentation at the African Heritage centre
3:30 pm	Arrive at Sunnyville Baptist Church
3:45 pm	Welcome and History of Sunnyville
5:20 pm	Arrive Back at StFX

Additionally, the Office of Human Rights and Equity, academic programs and other campus partners deliver **African Heritage Month**. Held each year in the month of February, African Heritage Month includes a range of events and activities happening on campus throughout the month to provide education and highlight African heritage through events such as African drumming, film showings, book discussions, keynote speakers, featuring the history of African Nova Scotians, art, food, and other aspects of cultural heritage.

- Anti-Indigenous Racism

**Blanket Exercise** - The blanket exercise is an interactive educational program that teaches the history of indigenous peoples in Canada. This program was created in response to the 1996 report of the Royal Commission on Aboriginal Peoples and is used as a teaching tool across Canada. Following the Blanket Exercise participants will engage in a non-traditional talking circle, sharing their experiences and critical reflections. 2 hours. In person delivery.

**Beyond the Blanket**

StFX Indigenous Student Affairs and Coady's Circle of Abundance have partnered to offer a learning opportunity as a follow-up to the Blanket Exercise. The presenters will share knowledge grounded in Mi'kmaw Treaty Education and explore practices of Mi'kmaw & Indigenous Knowledge Keepers, Elders, educators, and Mi'kmaw community organizations. This interactive workshop will explore what our roles and responsibilities are as Treaty people and how to put action into Allyship.



### **National Day for Truth and Reconciliation, and Mi'kmaq History Month.**

The Special Advisor, Indigenous Research and Learning Partnerships, the Office of Human Rights and Equity and other campus partners organize National Day for Truth and Reconciliation, and Mi'kmaq History Month. Held each year in the month of October, these events provide education and highlight Mi'kmaq heritage through events such as learning lodges, drumming, music, film showings, book discussions, keynote speakers, featuring the history of Mi'kmaq, art, food and other aspects of cultural heritage.

Other days commemorated for cultural education: Sisters in Spirit, National Day of Awareness for Missing and Murdered Indigenous Women, Girls, and Two-Spirit People

- Anti-oppression

**You Belong @X** is a required noncredit 60-minute, self-directed Moodle course that must be completed by all students prior to registering for second year. The course:

- Introduces students to the Harassment and Discrimination Policy (updated August 2021).
- Helps students identify their personal social identities and explains how identities impact our experiences in university.
- Describes how racism impacts people in Nova Scotia, Canada, and around the world by defining race, racism, and racialization, recognizing the role unconscious/ implicit bias plays in racism and how microaggressions relate to race.
- Teaches students to identify and practice awareness of racism when it is happening, as well as practice ways to address racism on campus.
- The module explains where to go for more information, link to specific supports and services on and off campus that are foundational to this policy.

**X-cited about Equity (Students):** This non credit, in person peer and professional staff co-facilitated 1.5 hour workshop is attended by over 700 new students during Orientation. Through an Anti-Oppressive Lens, students open their perspective through examining the systems of oppression, 5 faces of oppression, equity groups and marginalization, and intersectionality. The course explores the language and tools to be able to advance the decolonization of our spaces and conversations to be more inclusive and respectful of all identities in our Xaverian community.

- Antisemitism - new in 2024

Anti-Semitism workshop training will be initially directed to leadership and frontline staff.

The workshop will provide participants with the skills and knowledge to identify and interrupt Anti-Semitism in our community.

Learning objectives:

- Defining and understanding anti-Semitism.
- Understanding ancient libels and tropes and how they are recycled.
- Prevalence of anti-Semitism and the impact on the Jewish community.
- Tools to differentiate criticism of Israel and anti-Semitism.



- **Civil Discourse - new in 2024**

**A dialogue of Israeli Palestinian Peace:** On September 23, 2024 Join Dr. Jamie Levin in conversation with authors Raja Khouri and Dr. Jeffrey Wilkinson as they discuss themes from their book *The Wall Between: What Jews and Palestinians Don't Want to Know About Each Other*. They argue that a wall exists between Jewish and Palestinian communities in the Diaspora; distrust, enmity, and hate are common currencies. These manifest at university campuses, schools and school boards, at political events, on social media, and in academic circles. For Jews, Israel must exist; for Palestinians, the historic injustice being committed since 1948 must be reversed. Are these incommensurate? Is there room for compromise? Join us as Raja and Jeffrey begin the process of dismantling the metaphorical wall between them.

**Civil Discourse and EDIA Subject Guide:** new in 2024 The ad hoc Committee on Equity and Civil Discourse has prepared the [Civil Discourse and EDIA Subject Guide](#), a resource for university staff and faculty.

**Panel Discussion Civil Discourse:** new in 2024 The committee will host a **panel discussion** in the spring, featuring Dr. Randy Boyagoda, U of T's provostial adviser on civil discourse, and Dr. Shannon Dea, Dean of the Faculty of Arts and Professor in the Department of Philosophy and Classics at the University of Regina. Dr. Dea's work focuses on social and feminist philosophy, higher education issues, and she leads a SSHRC-funded project to develop better academic freedom protections for precarious and minoritized scholars. We are grateful for Dr. Donna Trembinski's leadership in creating the panel proposal and the support of the Legge fund for sponsoring the panel.

- **Culturally Relevant Pedagogy**

This resource is compiled by the Teaching and Learning Centre as a resource for Faculty: [Culturally Relevant Pedagogy](#). A range of links to compiled resources is available [here](#).

- **Homophobia & Transphobia**

### **Positive Space Training**

The 2SLGBTQIA+ community is a diverse group of individuals with one thing in common – they are members of the Queer and Trans\* Community. The Positive Space Program celebrates queer and trans individuality and recognizes our collective responsibility to create a safe and accepting environment for persons of all gender identities and sexual orientations. More than ensuring a safe and equitable university, this program hopes to see the creation of a genuinely inclusive community. The goal of this program is to reduce the climate of disapproval and fear of same-sex attraction and the ostracism of variable gender expression, as well as to draw attention to the oppressive systems of hetero- and cisnormativity.

Last year, over 900 students were trained in positive space training.



## Pride Month

Pride Month, celebrated annually in January, fosters a culture of inclusivity, acceptance, and respect. It serves as an opportunity for StFX University to recognize and celebrate the LGBTQ+ community's contributions, history, and ongoing struggles for equality. The month, organized by the Office of Human Rights and Equity, academic partners and other campus partners includes educational programs, such as workshops, panels, and guest speakers, artistic events such as Priscilla Queen of the Highlands, and other programs provide a platform to discuss issues like discrimination, mental health, and LGBTQ+ rights, thereby fostering a more understanding and supportive campus community.

### ● Islamophobia

**Anti Islamophobia 101 - new in 2024** StFX will be hosting the Canadian Council of Muslim Women for several anti-Islamophobia 101 Virtual Workshops for leadership and frontline staff.

The Anti Islamophobia 101 virtual workshop seeks to address the realities of Islamophobia and the way in which it appears within Canadian society. The workshops will help participants critically examine the impacts of Islamophobia on the lives of Muslims living in Canada and how it further marginalizes Black and Indigenous Muslims, queer Muslims, and Muslims with disabilities. Participants will learn how to be active allies to counter Islamophobia.

Learning objectives:

- Increased understanding of what Islamophobia is and how it works within our society.
- Increased understanding of gendered Islamophobia and its impact on Muslim women.
- Increased understanding of intersectional identities. Increased understanding of how to collectively take action against racism and Islamophobia.

**Panel Discussion: Islam and Reimagining a World without Islamophobia:** The Office of Human Rights and Equity International Student Advisor in partnership with the Muslim Student Association will provide an educational Panel Discussion: Islam and Reimagining a World without Islamophobia. Commemorating the first fast of Ramadhan, this panel discussion will feature Muslim faculty and students on Islam and Reimagining a World Without Islamophobia. The session aims to demystify Islam and learn about Ramadhan traditions from around the world.

### ● Sexual Violence Prevention:

**Consent Education is Visible @X** is a required noncredit 60-minute, self-directed Moodle course that must be completed by all students prior to registering for second year. The course:

- Introduces students to the Sexual Violence Policy (updated August 2021).
- Introduce the ways students contribute to a safe, equitable, and respectful environment.
- Identifies how to practice respect and safety in our interactions with others.
- Introduces the issue of sexualized violence, coercion, and consent in sexual relationships.



- Explains where to go for more information, including links to specific supports and services on and off campus that are foundational to this policy.

**Waves of Change (Basic):** This noncredit, in person peer facilitated 1.5-hour workshop is attended by over 900 new students during Orientation each year. Also, all student athletes and many student employees and student leaders take this course with their teams before the fall term ends. This workshop is designed for postsecondary students across Nova Scotia and introduces participants to the issue of sexual violence on campus and the role that bystanders can play in building communities of consent and a culture where students look out for one another. Participants will review the concepts of sexual violence and consent practices and explore how power and privilege impact how we give and get consent. Participants will also be introduced to specific bystander intervention approaches using scenarios to put this new info into practice.

**Waves of Change (Advanced):** This noncredit, in person peer led workshop dives deeper into the issues of sexual and gender-based violence on NS campuses. Participants will deepen their awareness of how power and identity can impact how we perceive and experience sexual violence as well as how we recognize and intervene. Participants learn specific strategies for intervention when the power between the person causing harm and the person intervening is particularly uneven.

**Waves of Change – Bystander Intervention @ Work:** This workshop has been adapted for staff and faculty to learn about sexual violence and harassment in the workplace. This session focuses on understanding the root causes of sexual violence and offers some practical approaches to intervene safely if/when you see it occurring.

**Responding to Disclosures:** This 60-minute presentation is available as both an in-person or virtual offering. Participants will review the concepts of SV and consent with particular attention to the challenges and risks faced by victims/survivors when disclosing. Exploring the impact of stigma, stereotypes and resulting victim blaming upon disclosure on the help seeking and reporting behaviors of victims/survivors, this training equips participants with practical approaches to responding with compassion, using the “Listen, Believe and Empower” model of response. Adaptable for both staff, faculty and student groups.

**Consent Week:** Additionally, the Office of the Sexual Violence Prevention and Response Advocate annually organizes **Consent Week** which is dedicated to educating students, staff, and the wider university community about the importance of consent in all interactions, particularly in the context of sexual relationships. The week typically includes workshops, seminars, panel discussions, film screenings, art exhibits, interactive activities, and social media campaigns focused on promoting a culture of consent, respect, and healthy relationships.

**StFX Sisters in Spirit Take Back the Night:** This is a collaborative event between the office of the SVpra and the office of Indigenous Student Affairs. It combines Take Back the Night, an international event and grassroots movement that seeks to combat sexual violence, raise awareness about gender-based violence, and empower survivors. With the Nationally recognized Sisters in Spirit Vigil which aims to raise awareness about missing and murdered indigenous women and girls. The event is student led and typically features a march, rally, or vigil where participants reclaim public spaces, especially at night, to symbolically demonstrate their right to safety without fear of sexual assault, harassment, or violence.





The Office of Human Rights and Equity the Office of the SVpra and other campus partners also collaborate to recognize and educate the campus community by commemorating the **National Day of Remembrance and Action on Violence Against Women** in Canada.

- Xenophobia:

The International Student Advisor offers the following workshops:

- **Working with and For International Students** – offered to Faculty, Staff and Students
- **Your Jobs with International Students in Mind** – offered to community educators

**International Student Month** March is International Student Month at StFX, dedicated to recognizing the diverse International Student body within our community and celebrating the unique perspectives, experiences, and talents international students bring to enrich the StFX campus. This month also acts as a reminder of the inherent value of these students; in their rich histories, diverse perspectives, and the dedication and resilience they exhibit as they pursue their academic goals far from home.

### Leadership Development

StFX recognizes the importance of fostering inclusive environments and provides specific leadership training and professional development to create safer, more inclusive, and respectful learning and working environments. Training includes:

- **EDI in Hiring:** A module designed to support hiring committees in conducting equitable and inclusive hiring processes.

**Anti- Oppression for Leaders and Supervisors:** Participants will explore the foundations of Anti-oppression theory and the importance of creating safe, inclusive spaces on campus. Participants will explore allyship and how their actions can contribute to an environment of genuine belonging for all Xaverians.

### Educational Partnerships

StFX's approach to EDIA-R education involves partnerships with several community organizations and stakeholders to enhance its educational offerings. These partnerships include:

- Antigonish Women's Resource and Sexual Assault Centre
- Delmore Buddy Day Learning Institute
- African Nova Scotian Community members – Teachers and Student support workers
- PREP academy - Provincial non-profit community-based organization that supports African Nova Scotian high school students
- ANSA – African Nova Scotian Affairs
- AACUSS, Black and African Canadian Student Services Division
- Canadian Council of Muslim Women
- Wabanaki Indigenous Advisors Networking Group.
- Mi'kmaw Kinamatnewey
- Office of L'nu Affairs
- Confederacy of Mainland Mi'kmaw





- Paqtnkek Mi'kmaw Nation
- Pictou Landing Mi'kmaw Nation
- NS. Department of Advanced Education

List of external partners with whom the Gender and Sexual Diversity Advisor works:

- Antigonish Womens Centre
- Strait regional centre for education
- Conseil Acadien Scholaire Provincial
- Canadian mental health Association
- Pictou Antigonish Regional library
- Town of Antigonish (Chamber of Commerce)
- Walmart Canada
- Moosehead Canada
- Pride Health
- CB Trans Network
- New Waterford Giving Hands
- Roots of Hope
- Healthy Minds cooperative
- Tall and Small
- Vivid Hair Studio
- Pride at work
- Capes and Cowels
- PFLAG
- Candid

By leveraging these partnerships, StFX ensures that its EDIA-R programs are informed by lived experiences and community insights, enriching the learning environment for all students and staff.



**APPENDIX 2: DRAFT List of Credit Courses that include EDIA content:**

**StFX Credit Courses that include EDIA-R Content**

<b>Department</b>	<b>Course Name</b>	<b>Course Number</b>	<b>Not Offered in 2024-2025 Academic Year</b>
ANTH	Intro to Socio and Cultural Anthropology	112	
ANTH	Anthropology of Health and Illness	218	
ANTH	Local and Global Livelihoods	223	
ANTH	Ethnographic Studies	233	
ANTH	Introduction to Indigenous Studies	234	
ANTH	People and Development	320	
ANTH	Feminist Anthropology (WMGS 327)	323	
ANTH	Kinship	326	
ANTH	L'nu (Mi'kmaq) Studies: Advanced Critical Issues in Indigenous Anthropology	332	
ANTH	Anthropology of HIV/AIDS	415	**
ANTH	Advanced Indigenous Issues	435	
ART	Black and White and Colourful all over: Africa in the World from 1800	223	
ART	Women, Art & Gender: Rewriting Art History (WMGS 354)	354	
BSAD	Social Entrepreneurship	352	
BSAD	Indigenous Business in Canada	366	
BSAD	Gender and Management (WMGS 367)	367	**
CLEN	Climate Change and People	201	
DEVS	Introduction to Development Studies	101	
DEVS	Development in Canada	201	
DEVS	Gender, Development, and Migration (WMGS 213)	213	
DEVS	Development and Social Change in Practice	311	
DEVS	Gender and Development (WMGS 315)	315	
DEVS	People and Development	321	
EDUC	Sociology of Education	433	
EDUC	Inclusive Practices II (E2 & S2)	436	
EDUC	Learning Disabilities	408	
EDUC	Education of African Nova Scotian/African Canadian Learners I	502	
EDUC	Education of African Nova Scotian/African Canadian Learners II	504	



EDUC	Mindfulness and Social Learning	511	
EDUC	Contemporary Theories and Trends in Inclusive Education	513	
EDUC	Teaching Diverse Learners in Inclusive Settings I	514	
EDUC	Teaching Diverse Learners in Inclusive Settings II	517	
EDUC	Treaty Education	525	
EDUC	Administration of First Nations Education	541	
EDUC	Cross-Cultural Issues in Education	544	
EDUC	Inclusive Assessment Practices I	553	
EDUC	Inclusive Assessment Practices II	554	
EDUC	Leadership of Inclusive Schools	564	
ENGL	Gender, Literature and Culture	259	
ENGL	Literatures of Global Justice: Human Rights, Asylum, Self-Determination	282	
ENGL	Studies in Women Writers: Feminisms and Their Literature 329 (WMGS 329)	329	
ENGL	Studies in Women Writers II: Genres, Cultures, Contexts	330	
HLTH	Anthropology of Health and Illness	218	
HLTH	Global Health, Equity, and Innovation	301	
HLTH	Health in All Policies: An Intersectoral Approach to Health and Health Equity	302	
HIST	Global Race & Ethnicity I, 1300-1776	121	
HIST	Race/Ethnicity in Global History, 1776-present	122	
HIST	Histories of Health and the Body in Canada	302	
HIST	Working People & Social Justice in Early Canada	303	**
HIST	Canadian Women's and Gender History: From Colony to Nation (WMGS 317)	317	**
HIST	Canadian Women's & Gender History: Modernity (WMGS 318 )	318	**
HIST	Gender & Sexuality in Modern European Empires (WMGS 370)	360	**
HIST	Themes in the History of Sexuality (WMGS 398).	398	
HKIN	Gender in Sport and Physical Activity (WMGS 332)	332	
HKIN	Historical Foundations of Sport and Physical Activity in Canada	352	
HKIN	Disability, Health and Community Rehabilitation	395	
HNU	Global Health, Equity, and Innovation	421	
MUSI	Women and Popular Music (WMGS 312)	312	
NURS	2SLBGTQ+ Health and Social Care (WMGS 302)	302	
NURS	Indigenous Perspective of Health and Healing	303	
NURS	Social Justice and Health (WMGS 364)	364	
PGOV	Gender and Public Policy (WMGS 305)	304	
PSCI	Global Justice	308	
PSCI	Indigenous Politics in Canada	325	
PSCI	The Gendered Campaign: Women and Political Officeholding (WMGS 331)	327	



PSCI	Citizenship, Identity and Diversity	344	
PSCI	Women and Politics (WMGS 345)	345	
PSYC	LGBTQ and Psychology	317	
PSYC	Applied Psychology: Health		
PSYC	Psychology of Gender (WMGS 343)	364	
PSYC	Developmental Social Psychology of Gender (WMGS 344)	365	**
PSYC	Human Sexuality (WMGS 378)	378	
SOCI	Gender (WMGS 203)	203	
SOCI	Race and Identities (WMGS 217)	217	
SOCI	Social Inequality in Canada	218	
SOCI	Marriage and Family Life (WMGS 221)	221	
SOCI	Social Justice	237	
SOCI	Cultures and Societies	244	
SOCI	Experiencing Social Class	254	
SOCI	Men and Masculinities (WMGS 311)	311	
SOCI	Social Movements	312	
SOCI	Conceptions of Disability	313	**
SOCI	Disability and Culture	314	
SOCI	Family Life Policy (WMGS 319)	319	
SOCI	Social Difference: Race, Ethnicity, Gender, Class, Sex, and Disability (WMGS 417)	417	**
WMGS	Introduction to Women's and Gender Studies	100	
WMGS	Gender, Sexuality and the Body	205	
WMGS	Gender and Popular Culture	232	
WMGS	Cultures of Girlhood	270	
WMGS	Feminist Theory (SOCI 304)	303	
WMGS	Critical Race & Sexuality Studies in Canada	346	



**Appendix 3: Draft list of Coady Non-Credit Course that Include EDIA-R Content**

COADY	Feminist Advocacy for Agency, Equity, and Justice
COADY	Indigenous Women in Community Leadership (IWCL) 2024
COADY	Towards Decolonial Feminist Leadership
COADY	Global Change Leaders program
COADY	Women's Leadership for Community Development Advancing Women's Conflict Transformation and Peacebuilding for Community
COADY	Development
COADY	Building on Abundance in Indigenous Communities
COADY	Feminist Leadership for capabilities, ecology and transformation
COADY	Resources and Tools for Working with Young Women Leaders