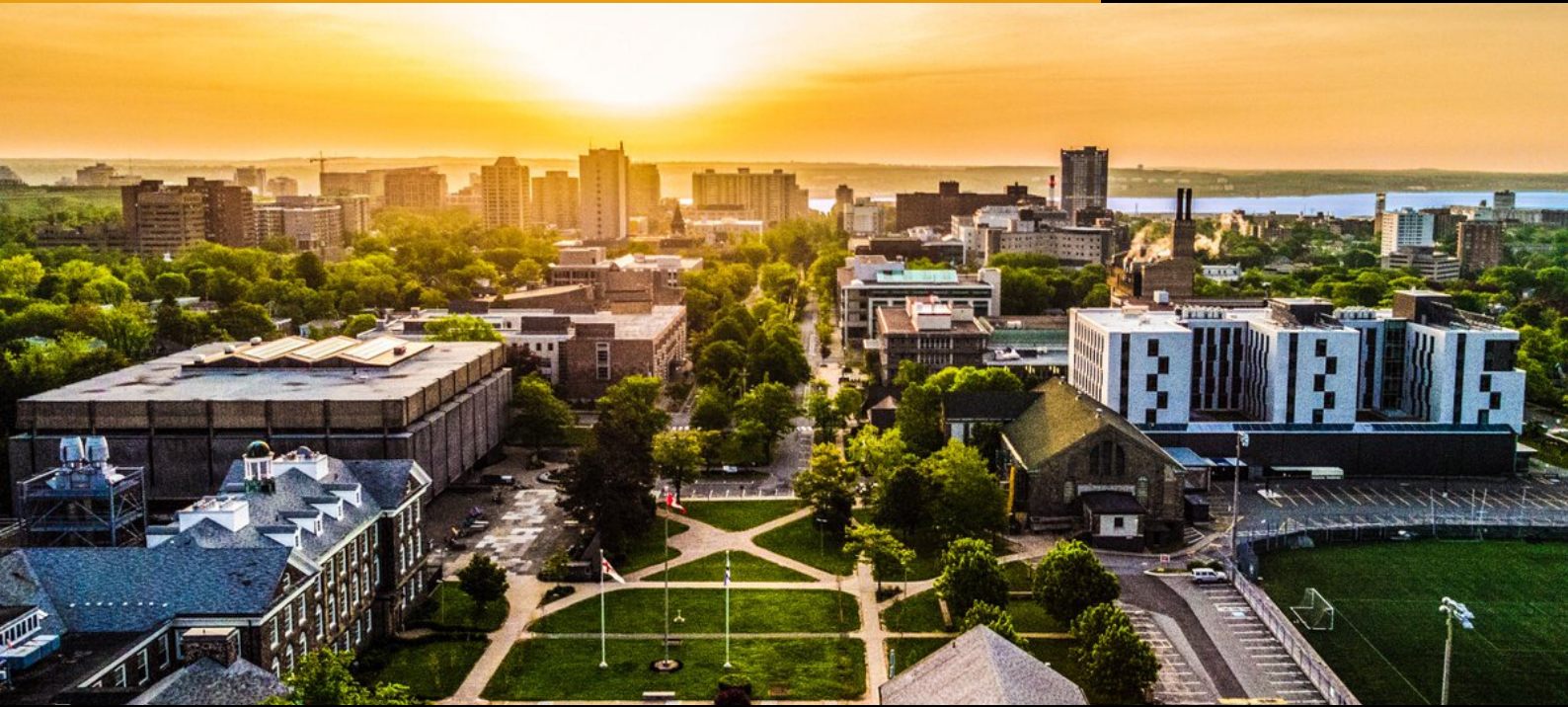


# HUMAN RIGHTS AND EQUITY SERVICES

ANNUAL REPORT

2018  
-  
2019



**ADVANCING EQUITY, DIVERSITY  
AND INCLUSION. TOGETHER.**

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# WE ARE HUMAN RIGHTS AND EQUITY SERVICES

## Introduction:

Human Rights and Equity Services is a key contributor in Dalhousie's mission to create a more inclusive learning and working environment. We strive to foster and support a community that is diverse, respectful, and equitable for all students, faculty and staff.

Human Rights and Equity Services is responsible for receiving, responding to and resolving complaints related to human rights, harassment, sexualized violence and conflict management among members of the university community.

We play a proactive role by developing educational materials and providing workshops on topics related to human rights, diversity and inclusion as well as facilitating open, informative dialogue with students, staff and faculty about these issues.

These efforts have been made possible through the continued support of the Office of the President and the University Administration, as well as the tremendous efforts of the HRES team and its student leaders, the Peer Educators.



# Our Team

## **Theresa Rajack-Talley**

Vice-Provost, Equity & Inclusion  
Theresa.Rajack-Talley@dal.ca

## **Lisa DeLong**

Director, Human Rights and Equity Services

## **Nicole McKeever**

Advisor (Conflict and Personal Harassment)

## **Melissa MacKay**

Advisor (Sexualized Violence)

## **Amina Abawajy**

Education Advisor

## **Meghan Wagstaff**

Senior Institutional Analyst

## **Crystal Ragush**

Administrative Coordinator, Intake & Special Projects

# Welcoming the Vice-Provost, Equity and Inclusion

The Vice-Provost, Equity and Inclusion, a role that is in its inaugural year and reports to the Provost, is accountable for the progress and continued development of Dalhousie's Diversity and Inclusiveness Strategy. Dr. Theresa Rajack-Talley also provides leadership to the Human Rights & Equity Services team and advises the executive and other administrative and academic leaders on issues of human rights, diversity, inclusion and equity. Dr. Rajack-Talley also collaborates with leaders in every sector of the university on strategic planning processes, ensuring that the university's strategic work succeeds in advancing institutional EDI goals.

Dr. Rajack-Talley comes to Dalhousie with over 10 years of experience in University Administration. She spent much of her career at the University of Louisville, after earning her Ph.D. in Sociology at the University of Kentucky. Her academic work has focused on social inequality, gender equity, and social justice issues in low-resource households and communities in North America, the Caribbean and the African diaspora.

Dr. Rajack-Talley is a Professor of Pan African Studies and has taught courses on racism and sexism, global poverty, Pan-Africanism and more as well as published several refereed articles on related themes and two books, *Poverty is a Person* and *Living Racism*. She has been a prestigious Fulbright Scholar and has been recognized by the Kentucky Senate for her leadership in education, research and service to the community.



# MISSION AND STRATEGIC PRIORITIES

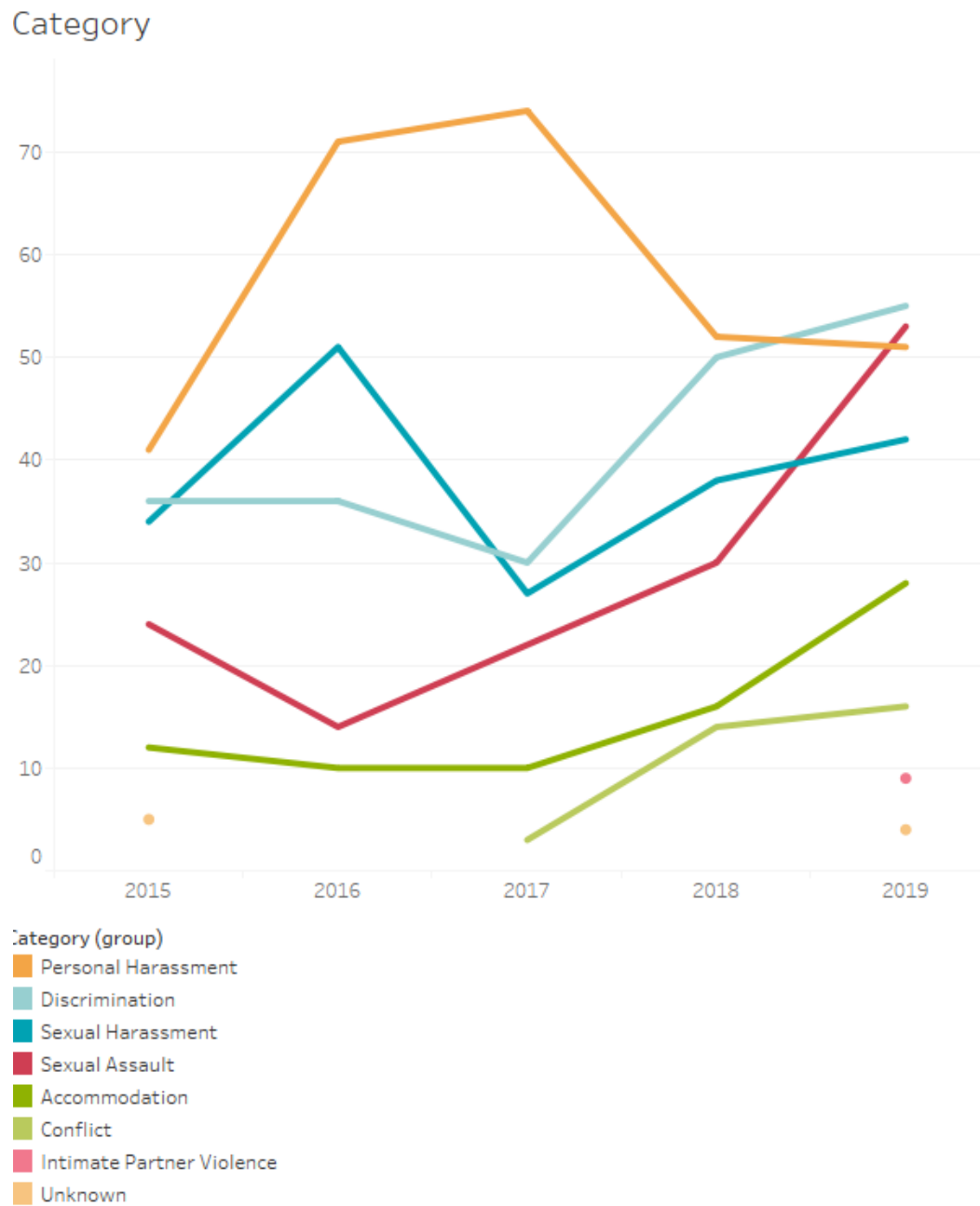
The collective talents of students, faculty and staff at Dalhousie are maximized in communities and environments that are welcoming and inclusive. We strive so that differences are inclusive and all are empowered to both fully contribute and achieve their best.

Human Rights and Equity Services (HRES) operates under the auspices of the Vice-Provost, Equity and Inclusion. This position is in its inaugural year and is held by Dr. Theresa Rajack-Talley. HRES works with all members of the Dalhousie Community as well as the greater Halifax community to achieve its mission across the following strategic areas of focus:

1. Leading institutional change to foster a culture of respect, inclusivity and community safety;
2. Building connections and capacity of individuals and the institution to advance institutional diversity, inclusivity and equity goals and effect accountability measures;
3. Managing cases in relation to the Dalhousie University Statement of Prohibited Discrimination, the Personal Harassment Policy, Sexual Harassment Policy and the Employee Accommodation Policy; and
4. Ensuring operational effectiveness and the ability of the HRES to fulfill its mission.

# CASE MANAGEMENT AND STATISTICS

Human Rights & Equity Services provides a confidential and neutral advisory service to all members of the Dalhousie community seeking advice, support, and reporting options in relation to experiences of discrimination on the basis of identified human rights grounds, experiences of sexual violence including sexual harassment and sexual assault, experiences of personal harassment in the workplace, as well as interpersonal conflict that is not related to human rights grounds.



# CASE MANAGEMENT AND STATISTICS

Category Detail 2019

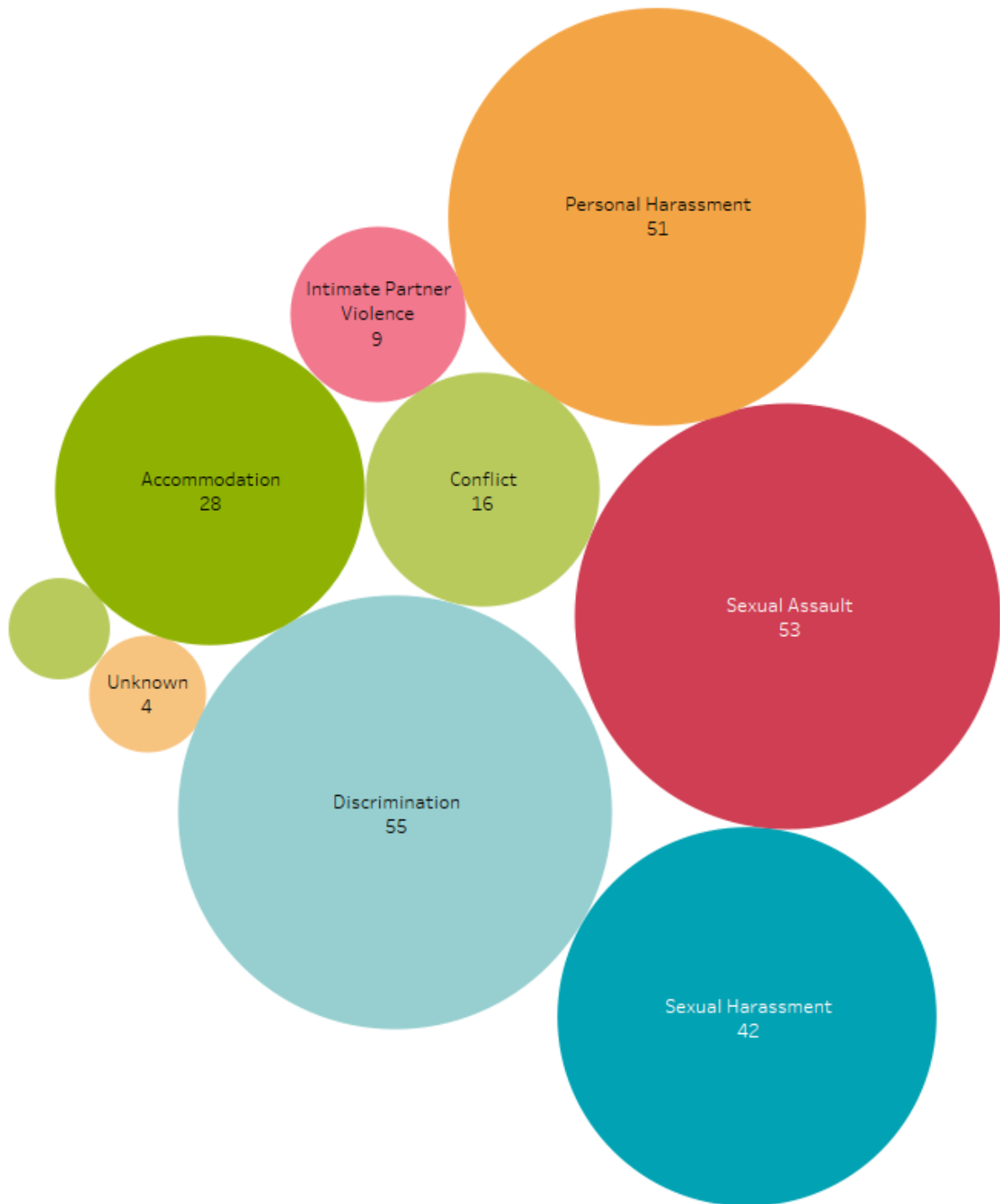


Figure 2. Case Category for 2018-2019 Academic Year



# CASE MANAGEMENT AND STATISTICS

Type of Report

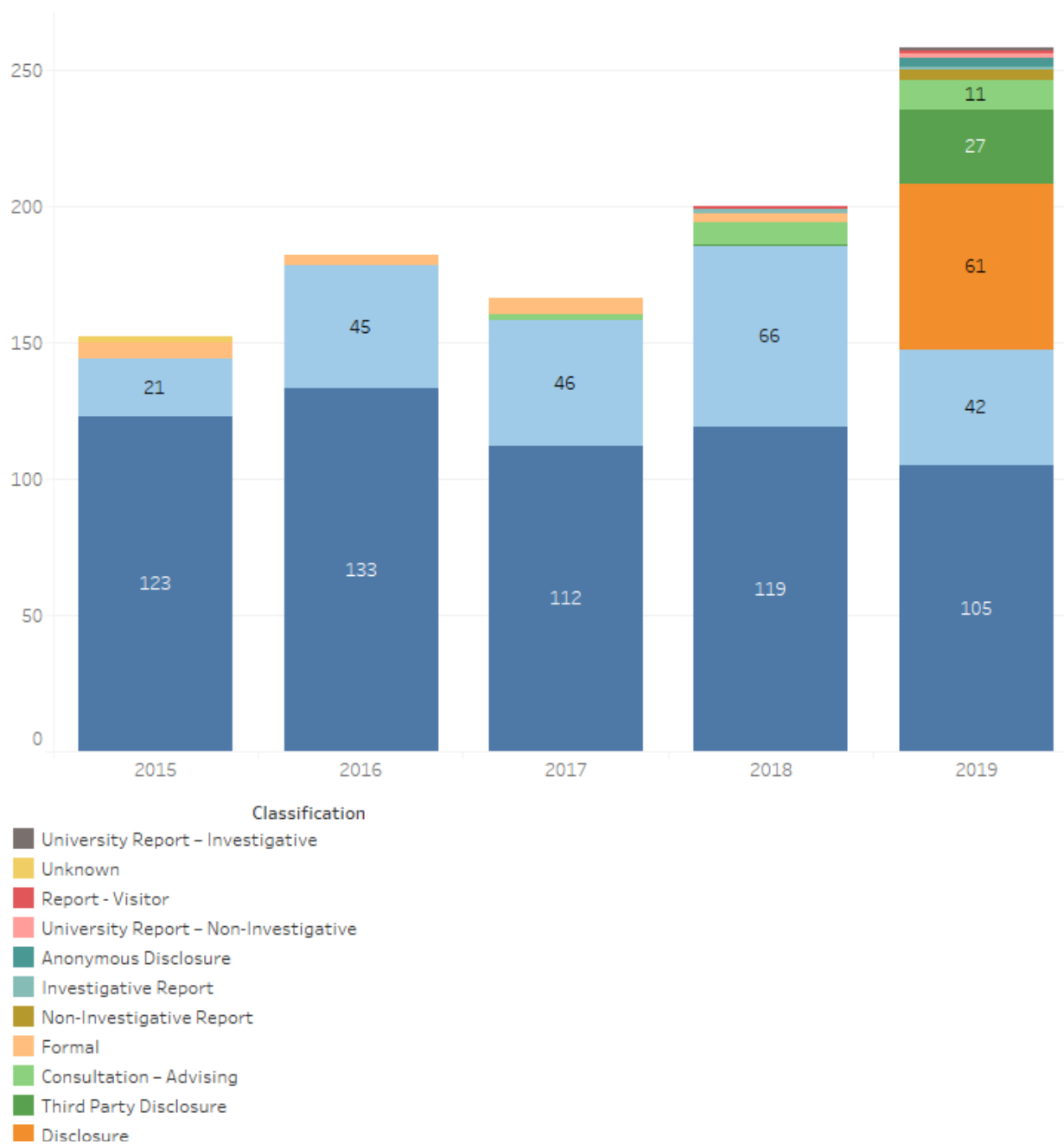


Figure 3. Classification of Report, 2015-2019

# CASE MANAGEMENT AND STATISTICS

Gender (2015-2019)

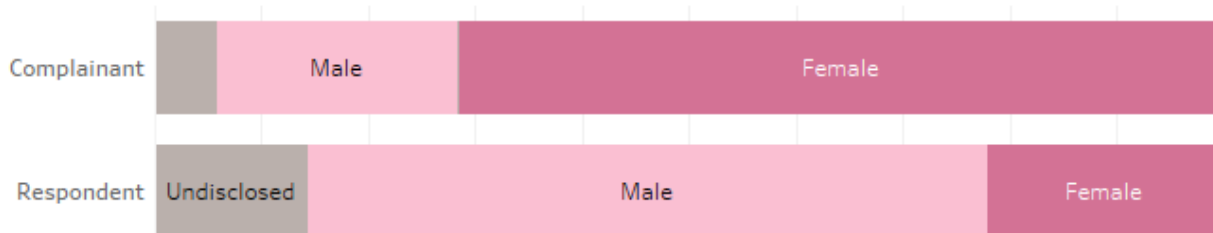


Figure 4. Gender of Involvements

Prohibited Discrimination Policy (2018-2019)

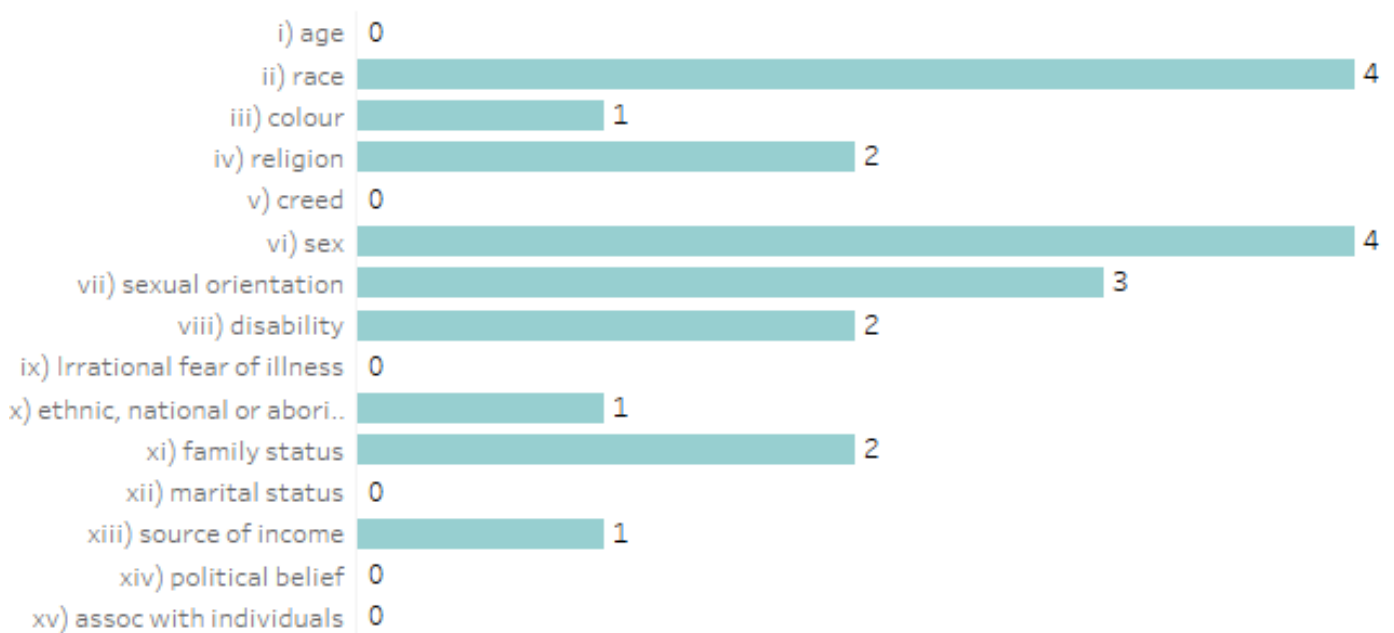


Figure 5. Area of Discrimination under the Statement on Prohibited Discrimination.

## METHODS AND DEFINITIONS

Date Reported: All cases are recorded during the academic year when the incident was first reported

Academic Years: Are displayed where 2019 is Sep 2018 - Aug 2019

Gender: When gender was not given at intake, the individual's self-identified gender from Banner was used; however, Banner only reflects female, male, and not given

# EDUCATION AND OUTREACH INITIATIVES

## STAFF

### The Education Advisor

The HRES Education Advisor is a specialist resource with expertise in respect and inclusion mandated to oversee the coordination and delivery of events and initiatives related to educational programming for all areas of work covered by the Office of Human Rights and Equity Services. The Education Advisor serves a lead role in training and program development and works closely with the Advisors, Peer Educators, Center for Learning and Teaching, Human Resources, and other internal and external stakeholders.

Specific responsibilities include:

- Oversee the coordination of comprehensive education and outreach initiatives including campaigns, events, and educational tools for students, staff, and faculty;
- Coordinate and promote a variety of university wide events such as: 16 Days of Activism Against Gender Based Violence, African Heritage Month, Pride, etc;
- Support the administration and educational implementation of policies within the jurisdiction of HRES;
- Provide educational and remedial resolutions, supports, and planning for members of the university community;
- Support in promotion and development of the office's profile.

# EDUCATION AND OUTREACH INITIATIVES

## STAFF

### Peer Educators

The Peer Educators are a team of vibrant students that promote a culture of respect and a healthy university experience! The team undergoes extensive training and are supervised by the Education Advisor. Our diverse team includes students who represent various academic programs and cultural backgrounds.

Specific responsibilities include:

- Aid in developing new approaches and strategies to educate the university community.
- Engage and encourage students in building a safe and respectful campus community for all.
- Offer referrals to other services available on and off campus.
- Participate in the development of HRES Education materials.
- Attend awareness-raising activities.
- Hold social media campaigns to promote the services and programs .

Our Peer Educators for the 2018 – 2019 year are Tabasa Shimada, Shirley Hodder, Adeline Urban and Rachele Manett.

A special thank you to the Peer Educators for their hard work, dedication, and team spirit.

# EDUCATION AND OUTREACH INITIATIVES

## PROGRAMMING

Our educational and professional development opportunities are coordinated by our Education Advisor and they include:

- Tailored workshops for teams, groups, and classes
- Individualized training, capacity building, and professional development opportunities
- EDI Strategic Planning
- Remedial and situation-based learning

We offer educational programs under all the service areas and policies under HRES including but not limited to:

### **Service Areas:**

- Sexualized Violence
- Human Rights
- Accommodation
- Personal Harassment
- Conflict

### **Policies:**

- Accommodation Policy (employees)
- Employment Equity Policy
- Gender Affirmation Policy (roll-out in process)
- Personal Harassment Policy (employees)
- Sexualized Violence Policy
- Statement of Prohibited Discrimination



# EDUCATION AND OUTREACH INITIATIVES

## PROGRAMMING

### Programs, Events, and Campaigns

Human Rights and Equity Services has a number of standing events and campaigns we participate in and/or coordinate. These standing events and campaigns are:

- African Heritage Month
- International Women's Week
- Mi'kmaq History Month
- Pink Day
- Pride at Dal
- Sister2Sister
- 16 Days of Activism Against Gender-Based Violence

This year, along with our standing campaigns, we were pleased to host a number of peer-led events and initiatives. In collaboration with the International Centre's Language Spot, we hosted a Multilingual concert to honor the diversity of languages on Mother Tongue Day.



# EDUCATION AND OUTREACH INITIATIVES

## PROGRAMMING

In partnership with Dal Student Life, the Dalhousie International Centre and the Dalhousie Connects Program, and through the generosity and artistic expression of many students, we collectively designed a beautiful campus community mural that now hangs in the Atrium of the Dalhousie Student Union Building. In trying to reach a wide range of students, we hosted mural painting sessions in collaboration with the Indigenous Student Centre, Black Student Advising Centre and the Dalhousie Student Union.



During African Heritage Month, we hosted a number of different events including the Flag Raising and Launch to mark the start of African Heritage Month. In collaboration with the Black Student Advising Centre, we also hosted Connected: An African Heritage Month student mixer, where students of African-descent had an opportunity to connect over conversations, food, and community. We had a number of workshops and activities including ice breakers and a DJ workshop that were enjoyed by students of various academic and cultural backgrounds within the Black community.

# EDUCATION AND OUTREACH INITIATIVES

## PROGRAMMING

In partnership with the Indigenous Student Centre we organized the first REDress Drive and Project on campus. The hanging red dresses are a visual reminder of the Indigenous women and girls who are no longer present. Through this we hope to draw attention to the gendered and racialized nature of violent crimes against Indigenous woman and girls. For the first year, we asked the community to contribute red dresses. After this REDress Drive, we used the collected red dresses to host an information and awareness raising booth in the Student Union Building. We had many great conversations about our individual, collective, and institutional responsibilities.

We hosted two American Sign Language 101 workshops with facilitator Tracey Gibson and English translator Deanna Gibson. We originally had one workshop scheduled but due to the overwhelming response from the campus and larger community, we decided to host a second workshop the following day.

The workshops were engaging and highly educational. Many participants walked away from the workshop equipped with the knowledge of the basics of ASL.





# EDUCATION AND OUTREACH INITIATIVES

## PROGRAMMING

In collaboration with the Dalhousie International Students Association, Dalhousie Security Services, and the International Centre we hosted a very well attended community Iftar. The community Iftar event, the first that Dalhousie University has hosted, saw over 200 students, faculty, staff, and community members connect over delicious food, catered by 902 Restaurant and Catering, inspiring words, and community.



# EDUCATION AND OUTREACH INITIATIVES

## STATISTICS AND FEEDBACK

In the 2018-19 fiscal year, the Education and Outreach team delivered over 50 workshops to 2000+ participants (student, staff and faculty), from 26 academic and administrative units. Through a collaborative approach on campus with various faculties/ admin, units/ societies, we reached over 24,000 members of the Dalhousie and greater Nova Scotia community during some of our events and social media campaigns.

### **Feedback:**

"Thank you for providing me with the tools and resources to have more courageous and (sometimes uncomfortable) conversations about equity, diversity, and inclusion!"

"Thanks to this workshop, I now feel better equipped to have meaningful engagement when it comes to topics related to EDI."

"The facilitator was extremely patient and supportive and this really made for an open and inclusive space where many of us felt like we could participate and engage without fear or judgement."

"We have had similar workshops a number of times in our Department but our facilitator brought new energy, engaging videos, and shared personal experiences and it was by far the best workshop on these topics that I have been a part of."



# SEXUALIZED VIOLENCE

## PREVENTION AND RESPONSE.

HRES is Dalhousie's central resource for campus sexual violence prevention and response, providing confidential and neutral advising, case management, liaison, consultation and referral to both complainants and respondents, as well as collaborative prevention education and first responder training programs. After one year of weekly meetings of the Sexual Violence Policy Advisory Group and several rounds of community consultation, our Sexualized Violence Policy was approved by Senate and the Board of Governors for implementation effective September 1, 2018.

### **Policy Consultations**

Prior to implementing the Sexualized Violence Policy, it was important to us to engage with various stakeholders on campus to get a current snapshot of campus needs as it relates to sexualized violence awareness and education. We engaged in a number of consultation sessions that provided feedback and direction for us to build from.

### **Sexualized Violence Policy Summary**

The Sexualized Violence Policy provides a single document that addresses how the university will respond to disclosures and reports of sexualized violence by any member of our community - students, faculty staff, and affiliated visitors. The Sexualized Violence Policy balances a survivor-centric approach (meaning wherever possible it seeks to empower survivors by centering their needs in terms of decision-making and supports) with ensuring a fair process for all parties involved in a report.

### **As outlined in section A of the Policy, the purpose is three-fold:**

1. To prevent sexualized violence by indicating the seriousness with which the University views and responds to this issue;
2. To be educational, in that its existence will increase awareness of the impacts of sexualized violence and of options, resources and services available to those who have experienced sexualized violence and members of University community generally; and
3. To provide timely, coordinated, consistent and fair response to disclosures and reports of sexualized violence.

# SEXUALIZED VIOLENCE

## PREVENTION AND RESPONSE.

### **Sexualized Violence Policy Review**

Section E.7. of the Policy outlines that the Sexualized Violence Policy will be reviewed by April 30, 2019. Stakeholder groups were invited to provide feedback based on the following prompts:

- How would you describe your experience working with the sexualized violence policy in your role on campus?
- Please comment on the accessibility of the policy and accompanying resources.
- Taking into account the rights of all parties involved in a report process under the Sexualized Violence Policy, what could we do to improve the process experience for parties?
- Please provide us with any further feedback you would like to include for consideration as a part of the review of the Sexualized Violence Policy.
- Feedback was compiled and an updated Sexualized Violence Policy proceed through approval processes for revisions according to Senate and Board of Governors procedures.

*Policy revisions were approved in June 2019.*

# THE PURPLE FOLDER

## PREVENTION AND RESPONSE.

We recognize that creating more awareness about sexualized violence on campus could lead to an increase of disclosures of sexualized violence. Though “disclosures” are narrowly defined under this policy to sharing your experience specifically with HRES’s Sexualized Violence Advisor, we recognize that survivors could disclose to those they trust in their lives. In order to ensure that those trusted individuals have the necessary tools to receive and respond to experiences of sexualized violence, the Purple Folder was created. The Purple Folder was direct mailed to all staff and faculty at the institution and distributed to many student leaders as well (Residence Assistants, Orientation Leaders, DSU, etc.).

The Purple Folder can be found online at [dal.ca/purplefolder](https://dal.ca/purplefolder), and is also available on the DalSafe App.

Links to the Sexualized Violence Policy and a summary document can be found online at [\*\*https://www.dal.ca/dept/hres/sexual-violence/sexualized-violence/policy.html\*\*](https://www.dal.ca/dept/hres/sexual-violence/sexualized-violence/policy.html);

The summary has been translated into Mandarin and Arabic.

# SEXUALIZED VIOLENCE

## PREVENTION AND RESPONSE.

### PEGaSUS

PEGaSUS is a 10-week program designed to help student survivors of adult sexual assault. Different from a purely self-help or purely therapeutic group, this psycho-educational group is co-facilitated by HRES Advisors and offers a supportive space open to all genders of students who have experienced adult sexual assault. Sessions are facilitated as one hour discussion circles.

Time together in group will focus on helping each other understand the impacts we may experience as the result of assault, as well as how we may respond to those impacts. PEGaSUS believes strongly in bringing survivors of all genders together safely in community with others; we hope that participants will feel able to share areas that they have found challenging in their healing as well as identify and celebrate their strengths.

[dal.ca/Pegasus](http://dal.ca/Pegasus)

"I was worried about coming to group, but as soon as I came I felt welcomed and understood, without even having to say anything."

"I have had the privilege to learn from, and heal with, an extraordinary group of young women. Moving forward I will carry their strength with me."