

Response to Report from Taskforce on Misogyny, Sexism and Homophobia in the Faculty of Dentistry: Interim Update

Note – full public update available at dal.ca/cultureofrespect

Recommendation	Progress
<p>26 Draw on those with legal and social science expertise in systemic discrimination when responding to related issues.</p>	<p>Gender and Women’s Studies and the Dalhousie Student Union sponsored a public forum entitled “Backhouse and Beyond: Rape Culture and the Future of Dalhousie,” to provide an opportunity for the Dal community to discuss the work that has been done, or is being planned to address rape culture and other forms of discrimination on campus.</p> <p>Office of HRE&HP and Gender and Women’s Studies Program and several student associations providing support for “16 Days of Activism Against Gender-Based Violence,” running from Nov. 25-Dec. 10 and drawing on internal and external experts from the community. http://www.dal.ca/dept/dalrespect/harassment_prevention/16-days-of-activism-against-gender-based-violence.html</p> <p>Office of HRE&HP, with Council on Employment Equity through Affirmative Action, supporting development of network of experts.</p> <p>Sexual Harassment Advisory Resource Group is in process of reviewing membership to ensure appropriate expertise is represented on the committee, reviewing the mandate of the group and how the group can bring in this expertise to provide professional development.</p> <p>Administration appointed Dr. Wanda Thomas Bernard as Special Advisor on Diversity and Inclusiveness; Dr. Bernard brings significant academic and professional expertise in systemic discrimination.</p>

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<p>28 Strengthen and expand retaliation protections under Sexual Harassment Policy, make them easier to invoke and publicize more widely. Extend retaliation protections to complaints under the Code of Student Conduct.</p>	<p>University-wide, global policy revision process underway; enhancements will clarify all processes and protections, including retaliation.</p> <p>We are in the process of convening a working group to develop a global policy to replace the existing Sexual Harassment Policy, the Statement on Prohibited Discrimination, the Personal Harassment Policy, and the Code of Student Conduct. The university-wide policy for a respectful learning and working environment will enhance what is currently covered in the four policies.</p>
<p>29 Continue to include RJ among mechanisms it may adopt in dealing with issues of inequality, but also assess circumstances in which it is appropriate. Ensure students who opt not to participate in RJ are provided with alternatives.</p>	<p>University-wide, global policy revision process underway; enhancements will clarify all processes and protections, including the use of RJ.</p> <p>We are in the process of convening a working group to develop a global policy to replace the existing Sexual Harassment Policy, the Statement on Prohibited Discrimination, the Personal Harassment Policy, and the Code of Student Conduct. The university-wide policy for a respectful learning and working environment will enhance what is currently covered in the four policies.</p>

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<p>32 Recognize expertise in equity issues is a necessary skill for faculty, central administrators, and institutional decision-makers, up-to and including Board of Governors. Draw on existing internal expertise, such as South House, Gender and Women’s Studies, Black Canadian Studies, among others in designing training and support. Additional resources should be provided as needed.</p>	<p>Half-day facilitated discussion on equity, diversity and inclusiveness at senior administrators’ retreat.</p> <p>The workshop, “Diversity in the Classroom: When Difficult Conversations Are Required,” was piloted in October 2014, delivered jointly by HRE&HP, Academic/Staff Relations, and CLT; this was revised and updated spring 2015 and has also been used as reference material for individual faculty coaching.</p> <p>Equity training provided for search committees and currently exploring ways to enhance training.</p> <p>New Education Coordinator position hired in Office of HRE&HP.</p> <p>Office of HRE&HP, with Council on Employment Equity through Affirmative Action, has had its first “experts” presentation on employment equity.</p> <p>Student Life collaborating with stakeholders and supporting campaigns and programs on campus, such as the 16 days of Activism and International Women’s week programs, which draw on expertise from the community.</p> <p>Student Life has also worked closely with HREHP and other stakeholders to develop and provide feedback on new education initiatives for students on issues of inclusion, respectful relationships, and addressing sexual violence.</p> <p>Several trainings have been provided on bystander awareness, diversity & inclusion, and cross-cultural awareness.</p> <p>Workshops on cultural diversity have been held with faculty and staff in the Faculty of Dentistry, using resources developed by Dr. Lionel La Roche, an expert in managing cultural diversity in technical professions, and led by Human Resources and the Office of HRE&HP.</p> <p>Bystander training provided to staff and faculty on the AC campus, including the Dean.</p> <p>HREHP provides office hours on the AC.</p> <p>Club on the AC (Female leaders in Academia – FLIA) that is comprised of faculty and students and staff that discuss women in science, specifically around harassment, gender biases, etc.</p> <p>Dr. Tamara Odantaal, NSERC WISE Atlantic Chair, was brought to campus to give a presentation to faculty council to educate all faculty about our own biases and biases within the academic system.</p>

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35	Ensure faculty, staff and students who raise concerns about equity are not at risk of retaliation.	University-wide, global policy revision process underway; enhancements will clarify all processes and protections, including retaliation. We are in the process of convening a working group to develop a global policy to replace the existing Sexual Harassment Policy, the Statement on Prohibited Discrimination, the Personal Harassment Policy and, the Code of Student Conduct. The university-wide policy for a respectful learning and working environment will enhance what is currently covered in the four policies.