

### Report of the Task Force on Misogyny, Sexism and Homophobia in Dalhousie University Faculty of Dentistry Report

	Recommendation	Update December 1, 2015 – April 08, 2016	Update: November 30, 2015
	<b>Recommendations Directed to Dentistry</b>		
1	Universal agreement that fundamental change is needed, commit to implementing recommendations. Develop action plan with defined goals, timelines and identify roles responsible for implementation.	We have fully committed to bring about change. Work is ongoing as outlined below.	<ul style="list-style-type: none"> <li>- Dentistry faculty and administration agree fundamental change is needed; have begun development and implementation; e.g., Next Steps Committee formed in January 2015 to bring about and sustain positive cultural change within the Faculty of Dentistry community and foster a working and learning environment in which all students, faculty, and staff feel safe, included, and respected.</li> <li>- Currently addressing the recommendations of the Restorative Justice and External Task Force reports and working to implement many new initiatives, some of which are noted in this update report.</li> </ul>
2	Improve complaint system to ensure faculty, students and staff understand when, where and how to make complaint. Ensure prompt, fair and transparent processing, and advise complainant of outcome.	The Faculty of Dentistry section of the university website has been updated to make information and resources easier to access for faculty, staff, and students. The roles of the assistant deans and administrators are more clearly defined. Students are clearly directed to resources, such as the university's human rights, equity, and harassment prevention services and policies. Similarly, faculty and staff have clear access to information about health and safety, unions and human resources, and counselling resources available.	<ul style="list-style-type: none"> <li>- A number of avenues are currently being explored to best ensure the channels for faculty, staff and students to report issues, problems and complaints are transparent, and required resources are readily accessible. One example includes a suggestion box system where paper forms and suggestion boxes are placed throughout the Dentistry building, issues triaged by patient care coordinator, then sent for action. If self-identified, complainants are made aware of the outcome.</li> </ul>

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		A working group is reviewing and renewing our Faculty Governance structure and reporting processes with input from all stakeholders.	
3	Use systemic, non-punitive ways to identify and get information on potential or actual problems; consider “chilly climate” reports, anonymous workplace surveys and spot audits.	<p>Student representatives for each course meet regularly with the assistant dean academics. Student representatives (and individual students) meet regularly with the assistant dean of students. These meetings provide opportunities to discuss matters and concerns before they turn into problems. They are followed up and communicated to the academic dean as required.</p> <p>The use of a standardized evaluation of faculty members is being investigated by the incoming assistant dean of academics.</p> <p>An evaluation scheme is being rolled out in the clinic to enable students, staff, and faculty to provide regular feedback to all members of their team.</p>	- Student groups (DH1 & DH2; DDS1 & DDS2; DDS3 & DDS4) meeting every six weeks with deans/assistant deans/program directors to discuss concerns and provide feedback.
4	Implement measures to improve staff working conditions; focus on unacceptable treatment by managers and students.	ACHIEVE program: An HR consultant is working with Faculty of Dentistry managers and staff to continue to develop performance planning, professional development, and learning from experience. ACHIEVE is currently being rolled out at the staff level.	- Effort to create a more open environment; this will be enhanced by success of other initiatives (some examples of which are noted in this report).

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		Numerous workshops were held for faculty and staff in December, including “What do I Say”, Strategies for Effectively Speaking Up, Quality of Work Life survey results, and a professional development workshop on conflict management.	
5	Change patient distribution/clinical credit system to ensure fairness, reduce excessive competition and patient hoarding.	<p>Qualifying Program students are fully integrated into the patient distribution system.</p> <p>All DDS3, DDS4 and DH2 students take Interprofessional Education sessions on patient co-management.</p>	<ul style="list-style-type: none"> <li>- Policies are under review.</li> <li>- Improved clinical advisor system to more closely monitor progress towards clinical requirements; intended to increase sharing of patients, ID gaps in clinical experience, and decrease stress and competition.</li> <li>- Appointed full time faculty member to oversee patient/student management issues.</li> </ul>

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6	Monitor social and other events to prevent alcohol abuse, and facilitation of sexist, heterosexist, misogynistic, or racist behaviour. Reinstate events that do not contribute to this behaviour.	<p>A highly successful International Foods Day was held in November at which foods from 15 different countries was served, all prepared by students from those countries. More events of this kind are planned.</p> <p>The Dean's Office of the Faculty of Dentistry sponsored 37 dentistry and dental hygiene students to attend the 2016 National Health Sciences Students' Association Interprofessional Conference on Diversity &amp; Inclusion in Healthcare, which took place in the CHEB on March 4-5. Speakers included emergency room doctor Dr. John Ross, and Scott Jones, founder of the anti-homophobia/anti-transphobia 'Don't be afraid' campaign. A panel discussion on the North End Community Health Centre also took place.</p> <p>Sharing Smiles Day was held on April 2. This student-led initiative aim to help children with special needs. Students have been holding fundraising events for several months to support this event.</p>	<ul style="list-style-type: none"> <li>- Faculty of Dentistry student orientation revisited; increased focus on alcohol-free events.</li> <li>- Increase in social events based around community service.</li> <li>- First year hygiene and dentistry students participated in Random Acts of Kindness project during orientation week. They met a week later to discuss and celebrate the impact of their projects.</li> <li>- Organizing more "family-friendly" events, increased number of alcohol free events</li> <li>- Greater focus on student outreach activities</li> <li>- Dental Students' Society and Assistant Dean Students met several times with Security Services and the Building Manager of the Faculty of Dentistry during the summer and fall of 2015 to address these issues. They also met with the Alcohol Use Advisory Committee and proposed draft rules for serving alcohol at events. This draft was used as the basis for the development of formal Expectations for Society/Faculty Events approved by the AUAC for use campus-wide. Talks continue with Student Services DSU representatives, Faculty of Dentistry student representatives, and the Assistant Dean to address responsible use of alcohol on campus.</li> </ul>
7	Improve integration of School of Dental Hygiene; consider appointing assistant dean.	Joint participation in community service events has been occurring, including Sharing Smiles Day in April.	<ul style="list-style-type: none"> <li>- More regularly scheduled and special social events include Hygiene and Dentistry students.</li> <li>- In the past, a selection of classes was taught in common to both dentistry and hygiene students. This will be carried out more broadly</li> </ul>

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		<p>Hygiene students attended the 2016 National Health Sciences Students' Association Interprofessional Conference on Diversity &amp; Inclusion in Healthcare on March 4-5.</p> <p>Faculty members from dental hygiene and dentistry held a Christmas fundraiser for Direction 180, a community based methadone clinic, at which both dentistry and dental hygiene students volunteer their services.</p>	<p>to encourage greater integration and respect between the two disciplines.</p> <p>- Joint participation in community service events.</p>
8	Eliminate inequitable treatment of QP students; fully integrate into classes and recognize their expertise; ensure students from United States do not receive preferential treatment.	<p>A welcome lunch for new Qualifying Program (QP) students was held on April 8, 2015. This is an annual event.</p> <p>QP students are fully integrated into the faculty advisor and patient co-ordinator systems to ensure that all students have equal access to patients and are fully supported.</p> <p>In January, a number of QP students shared with faculty, staff, and students their educational experiences from their home countries.</p>	<p>- After completing Summer Module, QP students will be included in regular 3<sup>rd</sup> year clinic groups, which include both dentistry and hygiene students, to encourage a greater sense of inclusiveness.</p>
9	Celebrate role of female, radicalized, and LGBTQ dentists have played in profession; recognize struggles and successes.	The second annual Women in Dentistry Circle was held on March 22, 2015, bringing together four female dentists from different backgrounds and areas of practice with 15	<p>- The inaugural Women in Dentistry Circle was held spring 2015 bringing together five female dentists from different backgrounds and areas of practice with female fourth-year dentistry</p>

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		<p>female fourth-year dentistry students to discuss the different challenges female dentists face and the opportunities that are available to them. Topics covered include: balancing work and home life, managing sexism in the workplace, employee relations, mentoring, and professional development.</p> <p>NSDA and Faculty of Dentistry operate a joint mentorship program to provide dentistry students with help and advice from practising dentists.</p> <p>LGBTQ workshops have been held for all DDS2, DDS4, DH1, and DH2 students. These are IPE sessions.</p>	<p>students to discuss the different challenges female dentists face and the opportunities that are available to them. The second annual Women in Dentistry Circle will be coordinate in spring 2016 as part of the Dentistry Mentorship Program.</p>
10	Collect data from student body to provide information on diversity, and report aggregate data to Senate. Include information on sex, sexual orientation, socio-economic background, racialization, indigeneity and disability status. Consider a designated recruitment plan for Indigenous and Black communities	<p>The Faculty of Dentistry participated in the November census, both publicizing it and encouraging participation.</p> <p>The Faculties of Dentistry, Medicine and Health Professions have developed a recruitment plan for both communities in conjunction with AHSI and PLANS</p> <p>The recently created Johnson Foundation, which is supported by the three faculties, will provide funds for scholarship as well as programming that encourages and supports</p>	<ul style="list-style-type: none"> <li>- Census launched in November 2015 for faculty, staff and students to self- identify – university wide.</li> <li>- In compliance with Dalhousie’s policy on Employment Equity through Affirmative Action, the Federal Contractor’s Program and further equity, diversity and inclusion planning, using the 2015 census data, the Office of HRE&amp;HP will support University-wide workforce analysis, development of short- and long-term numerical goals, coordination of faculty and administrative goal setting and implementation.</li> </ul>

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		<p>Aboriginal and African Nova Scotians to consider careers in healthcare.  <a href="http://medicine.dal.ca/news/news/2015/11/26/promoting_diversity_in_health_care.html">http://medicine.dal.ca/news/news/2015/11/26/promoting_diversity_in_health_care.html</a></p> <p>Faculty of Dentistry participates in African Nova Scotian and aboriginal health sciences camps each summer, aimed at encouraging students from a wider range of backgrounds to apply to the health professions.</p> <p>On March 3, the Faculty of Dentistry participated in “I am potential”, a youth outreach project aimed at providing role models in higher education. A group of third-year dentistry students gave students from Highland Park and Oxford Schools a tour of the building, talked to them about what it is like to be a dentistry student, and led them in the hands-on activity of taking dental impressions. <a href="http://www.halifaxnavs.ca/our-work/coaching-inner-city-kids/">http://www.halifaxnavs.ca/our-work/coaching-inner-city-kids/</a>.</p> <p>DH2 students and all dentistry students have the opportunity to participate in the ISANS clinics for new immigrants. Hygiene students work in teams of two to provide oral health care while multilingual dental students provide interpretation services.</p>	<p>- Dalhousie Diversity Faculty Awards program expanded, with support from the Dalhousie Faculty Association.</p>

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		<a href="http://www.dal.ca/news/2016/02/26/translating-the-language-of-oral-health-care.html">http://www.dal.ca/news/2016/02/26/translating-the-language-of-oral-health-care.html</a>	
11	Survey faculty members and staff to collect data on diversity	Faculty, staff, and students were given information and encouraged to complete the census.	- University-wide census launched in November 2015 for faculty, staff and students to self-identify.
12	Create internal council/committee on inclusion and diversity.	<p>A Health and Wellness Committee, comprising dentistry and dental hygiene faculty and staff, was created with the aim of encouraging health and wellness activities and promoting health and wellness activities that are happening elsewhere at Dalhousie.</p> <p>This committee has organized a 'Take the Stairs' campaign, a session on healthy lunches, and encouraged participation in the annual 'Tupper Trek'. More information sessions and activities are planned.</p>	- Current focus on revitalization of Employment Equity Council at Dalhousie meets regularly and works with and through the Human Rights and Equity Advisor to implement the Employment Equity through Affirmative Action Policy.
13	Conduct independent external review on whether RJ, constructed to ensure voluntary involvement and inclusive participation, could assist in behavioural change for students, staff and faculty.	The June 2016 international conference on RJ will consider best practices and international evidence to present lessons learned from the RJ process at Dalhousie. International experts and panels will examine and discuss a number of key themes, including restorative justice and public response, restorative approaches to education, professional development and	<p>- June 2016 international conference on RJ will include leading experts; will consider best practices and international evidence to assess RJ process at Dalhousie.</p> <p>- Assessment plans will be built into any future development and use of restorative approach within Faculty aimed at behavioural changes and/or climate and culture changes.</p>



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		discipline in the workplace, restorative approaches to professionalism and workplaces, and sexism and rape culture – changing climate and culture. Speakers include: Mary McNally, Fania Davis, Leigh Goodmark, Danny Graham, David Karp, Jennifer Llewellyn, Brenda Morrison, and Barry Stuart. <a href="http://www.rahalfax2016.com">www.rahalfax2016.com</a>	
14	Collaborate with other dental schools, licensing boards and associations to address equity and sexual misconduct in profession.	<p>At the American Dental Educators Association (ADEA) in March 2016, Dr. Mary McNally was named the Enid A. Neidle Scholar-in-Residence. Dr. McNally will spend three months at the ADEA office in Washington, DC this autumn. Her topic of research is: “Exploring gender and diversity as elements of professionalism.”</p> <p>The Faculty of Dentistry collaborates with the NSDA on the mentorship program, which offers students sessions on different topics. A specialist has delivered a session on ethics and professional behaviour.</p> <p>The Faculty of Dentistry and NSDA worked together to hold the NSDA’s ‘Welcome to the Profession’ evening, at which students were asked to circulate between a number of</p>	<ul style="list-style-type: none"> <li>- Process of rebuilding relationships is ongoing.</li> <li>- As a member of the Association of Canadian Faculties of Dentistry, the Faculty of Dentistry is sharing experiences with other Faculties of Dentistry across Canada on the topics of clinics, curricula, equity, diversity, and inclusion.</li> <li>- Faculty of Dentistry coordinated a national meeting of provincial/territorial dental associations and dental schools in conjunction with the Canadian Dental Association Convention to share ideas and identify opportunities to collaborate on a regional and national scale.</li> </ul>

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		stations and tackle a different ethical problem at each one.	
15	Consider ways to reduce isolation from university; may include cross-appointments, and incorporation of wider perspectives on inter-disciplinary research and education.	<p>There are eight cross appointments between the Faculty of Dentistry and the Faculties of Medicine, Engineering, and Health Professions, including a recent cross appointment of an Aboriginal scholar from the Faculty of Health Professions.</p> <p>Dr. Mary McNally has recently been invited by Dr. Margo Latimer from the Faculty of Health Professions to join the National Aboriginal Children's Hurt &amp; Healing (ACHH) team as part of the \$12,450,000 CIHR funded Strategy for Patient Oriented Research (SPOR) Network in Chronic Disease. The SPOR network is led by Dr. David Buckley from McMaster University.</p> <p>The Faculty of Dentistry is supporting the application of the candidate for a Canada Research Chair in Aboriginal Health.</p> <p>The Faculty of Dentistry has a long history of interdisciplinary research with multiple</p>	<ul style="list-style-type: none"> <li>- Dean of Faculty of Dentistry providing regular reports to Provost, President and Senate.</li> <li>- Participate in community-wide sharing/discussions/sessions; e.g., November 12 Senate workshop.</li> </ul>

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		<p>department on campus on vulnerable populations, IPHE, ethics, frailty, radioembolics, local drug delivery systems, and emergency medicine.</p> <p>Interprofessional education has been part of the dentistry curriculum for over 15 years</p>	
16	<p>Improve effectiveness of ethics and professionalism education for all students; make courses part of curriculum, integrate into other courses and Clinic, and include issues related to sexism, misogyny, homophobia, racism, disability and discrimination.</p>	<p>The spiral curriculum includes mandatory seminars on ethics, law, and professionalism cases. These span the curriculum in DDS and DH beginning in year 1.</p> <p>Students are regularly evaluated on professionalism.</p> <p>Both dental hygiene and dentistry students help to provide oral health care and interpreter services at the weekly ISANS clinics for new immigrants and refugees. See article:  <a href="http://www.dal.ca/news/2016/02/26/translating-the-language-of-oral-health-care.html">http://www.dal.ca/news/2016/02/26/translating-the-language-of-oral-health-care.html</a></p> <p>A new community service component in years three and four led to the initiation of a</p>	<ul style="list-style-type: none"> <li>- Dentistry and Hygiene students participated in a two hour, mixed group seminar during orientation (with increased attention on social media).</li> <li>- All Dentistry students expected to participate in half day workshop.</li> <li>- Framed copy of student-written oath is displayed in patient waiting room; copy will be displayed in lounge.</li> <li>- New Aboriginal health course materials added to the curriculum, working with the AHSI and Dr. Mary McNally.</li> </ul>

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		<p>number of projects, including (but not limited to):</p> <ul style="list-style-type: none"> <li>○ Two senior students have started the Halifax Dentistry Student Society for Refugees (see article: <a href="http://www.dal.ca/news/2016/01/29/sustained-smiles--dentistry-students-fundraise-to-bring-refugee-.html">http://www.dal.ca/news/2016/01/29/sustained-smiles--dentistry-students-fundraise-to-bring-refugee-.html</a>)</li> <li>○ Second, third, and fourth-year dental students provided dental health care at the North End Community Health Centre during reading week. They were supervised by dentistry alumni and faculty members from the Faculty.</li> </ul> <p>Two Faculty of Dentistry alumni, one of whom teaches part-time in the Faculty of Dentistry, travelled to Jordan to provide dental health care to refugees in camps there in December. On April 7, 2016, they made a presentation on their experiences of performing dentistry in the refugee camp and on the importance of giving back. Their event was held as a fundraiser for the North End Community Health Centre and the Halifax Dentistry Student Society for Refugees. See article: <a href="http://www.dal.ca/news/2016/04/04/on-the-">http://www.dal.ca/news/2016/04/04/on-the-</a></p>	

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		<a href="#">front-lines--dental-care-in-a-syrian-refugee-camp.html</a>	
17	Report regularly to Senate and President on implementation of recommendations.	<p>The Dean of the Faculty of Dentistry provides regular reports to the Dalhousie president, provost, and senate.</p> <p>Regular reports on Strategic Direction 5.2 are posted to the Culture of Respect website.</p> <p>Oral reports to senate were made in September 2015 and February 2016. A further report will be made on April 25, 2016.</p>	<ul style="list-style-type: none"> <li>- Dean of the Faculty of Dentistry providing regular reports to Provost, President and Senate.</li> <li>- Regular reports on Strategic Direction 5.2 to be posted to Culture of Respect website.</li> </ul>
18	Ensure that policies are written and widely accessible.	<p>The Faculty of Dentistry website includes links to Accommodation Policy, Alcohol Policy, Code of Student Conduct, Employment Equity through Affirmative Action Policy, Hazing Policy, Personal Harassment Policy, Prohibited Discrimination Policy, Sexual Harassment Policy, etc.</p> <p>Information on the new Thrive Mental Wellness website and support material is also included.</p>	<ul style="list-style-type: none"> <li>- Dentistry academic and clinic policies on website.</li> <li>- All Dalhousie institutional policies are posted on University Secretariat website, including Accommodation Policy, Alcohol Policy, Code of Student Conduct, Employment Equity through Affirmative Action Policy, Hazing Policy, Personal Harassment Policy, Prohibited Discrimination Policy, Sexual Harassment Policy, etc.</li> </ul> <p><a href="http://www.dal.ca/dept/university_secretariat/policies.html">http://www.dal.ca/dept/university_secretariat/policies.html</a></p>