

# Human Rights & Equity Services

*Annual Report - September 1, 2017 to August 31, 2018*

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## *Organization*

Human Rights & Equity Services (HRES) provides trauma informed, survivor centered confidential advisory service to the Dalhousie community seeking advice & support.

### **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, where our differences provide dynamism and enrich the life and work of the university, and where everyone feels a sense of belonging and is empowered to both fully contribute and achieve their best.

HRES works with all members of the Dalhousie Community, including students, staff and faculty, as well as Halifax community members 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.

### **Our Team**

- Arig al Shaibah, *Acting Executive Director (until March 2018)*
- Jasmine Walsh, *AVP Human Resources & Acting Executive Director HRES*
  
- Hagar Akua Prah, *Director, Human Rights & Case Management (until March 2018)*
- Jill Malolepszy, *Director, Human Rights & Case Management (March – July) (contract)*
- Lisa DeLong, *Director, Human Rights & Case Management (current)*
  
- Crystal Ragush, *Administrative Coordinator, Intake & Special Projects (on leave in 2018)*
- Amanda MacLeod, *Administrative Coordinator, Intake & Special Projects (contract)*
  
- Nicole McKeever, *Advisor (Personal Harassment/ Conflict)*
  
- Melissa MacKay, *Advisor (Sexual Violence)*
  
- Shakira Weatherdon, *Education Advisor (until April 2018)*
  
- Amina Abawajy, *Project Coordinator (contract)*
  
- Meghan Wagstaff, *Coordinator, Research Analytics (Institutional Analyst)*

## *Sexual Violence Prevention and Response*

HRES is the institution'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.

<https://www.dal.ca/dept/hres/sexual-violence/sexualized-violence.html>

### Sexualized Violence Policy and Policy Summary

The University's stand-alone Sexualized Violence Policy is a comprehensive policy that outlines Dalhousie University's official process in supporting disclosures and reports of sexualized violence. This policy has completed community consultation and is in the final stages of approval. This Policy is set to come into practise on September 1, 2018.

A Policy Summary has been created to distill important information found within the Policy; this Summary will be available in multiple languages, and available online, alongside the Policy itself.

Purple Folder, your guide to responding when someone shares an experience of sexualized violence, has also been developed for the university community. Purple Folder will be available online as well as hard copies being circulated to all Faculties, Units, and Departments at Dalhousie.

Purple Folder can be accessed online:

[https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/24151%20Purple%20Folder\\_Digital.pdf](https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/24151%20Purple%20Folder_Digital.pdf)



YOUR GUIDE TO  
**RESPONDING WHEN  
SOMEONE SHARES  
AN EXPERIENCE OF  
SEXUALIZED  
VIOLENCE**

## *Case Management*

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.

### *Type of Contacts:*

HRES tracks the following types of contacts:

- Consultation – Advising (consultation phone calls);
- Inquiry (email(s), phone call(s) that result in direct on- or off- campus referral, updates from Security, etc.);
- Informal Complaint (cases where complainants request informal resolution); and
- Formal Complaint (cases where formal investigations take place).

### *Affiliation:*

HRES tracks University Affiliation of complainants and respondents. Affiliation categories include:

- Undergraduate Student;
- Graduate Student;
- Staff;
- Faculty;
- External (no Dalhousie Affiliation).

*Academic years are displayed where 2008 is Sept 2007 to Aug 2008; Formal cases were redacted for privacy when <5.*

Figure 1 & 2 colour legend:



## Statistics

Figure 1. Type of Contact, 10-year trend; Sept 2007 to August 2018

Type of Contact (Figure 1)



Figure 2. Type of Contact by Category; 5-year trend.

Category (Figure 2)

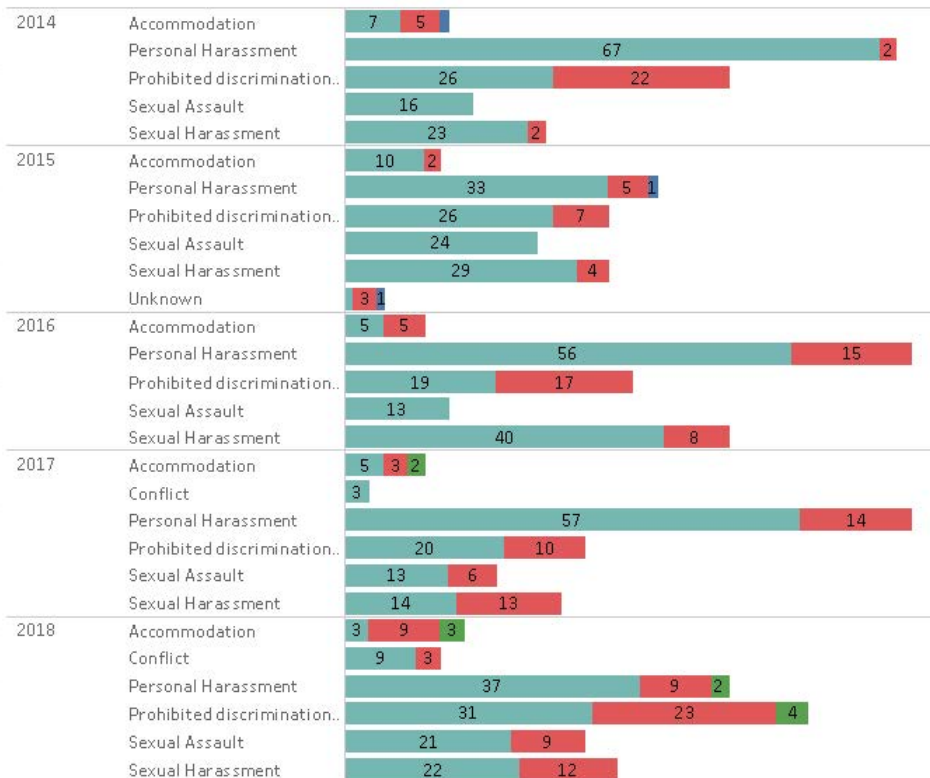


Figure 3. Disaggregated discrimination data by Human Rights ground; 10-year trend.

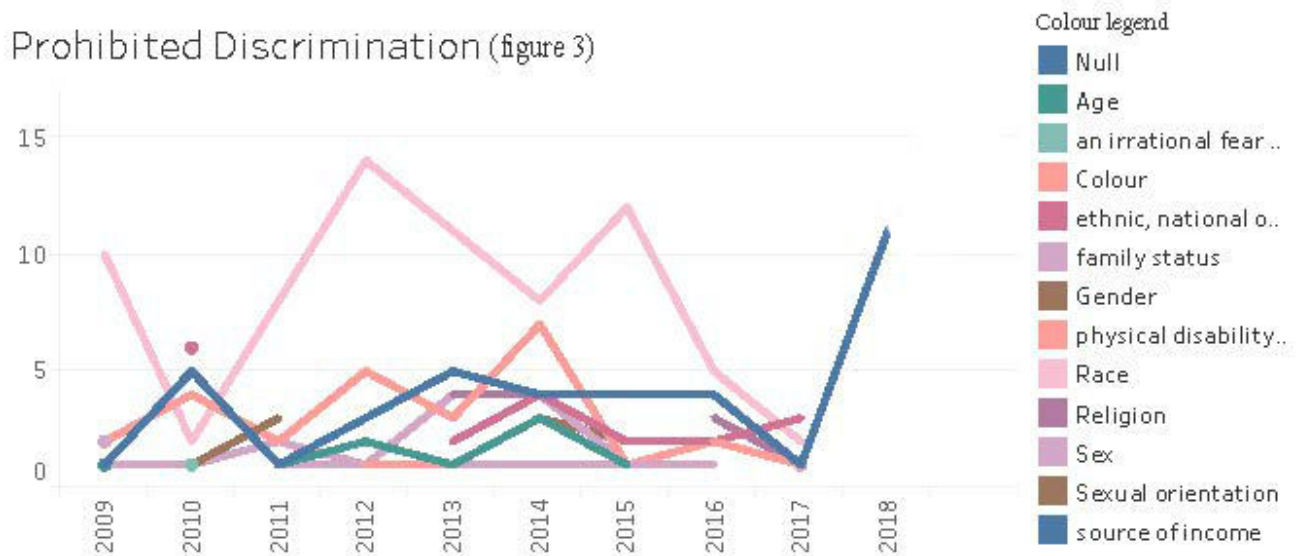


Figure 4. Gender of Complainants and Respondents; 2017-2018 Academic Year.

(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.)

Gender 2018 (Figure 4)

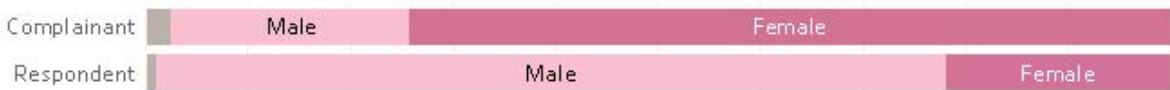


Figure 5. University Affiliation of Complainants and Respondents; 10-year trend.

*(Student Enrolment: Dec 1st snapshots, excluding King's. Faculty 50%+ Headcount: October 15th snapshots of primary and secondary positions >=50% DFA, non-union, and medicine continuing full time (not CUPE or unpaid).*

*Staff Headcount: December 1st snapshots of AM DPMG, AR Agri Campus Research, IB NSGEU Local 99 Salary, KM Supplementary Staff (not excep), MM Professional, NM NSGEU Local 77, RA Research DPMG, RF Research NSGEU 77, RZ Research Senior Mgmt Staff, SM Confid Clerical Secretarial, YM Senior Management Staff, RQ PDF Employee, QM PDF Scholar.)*

### University Affiliation (Figure 5)

		2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Undergraduate Student	Complainant	27	37	32	41	49	39	55	61	59	75
	Respondent	23	11	19	20	22	26	27	24	21	24
Graduate Student	Complainant	8	30	24	30	19	12	12	36	17	11
	Respondent	4	5	5	6	7	7	2	4	2	6
Staff	Complainant	49	53	64	66	54	56	28	19	44	49
	Respondent	27	56	71	70	40	46	16	10	21	18
Faculty	Complainant	26	46	38	42	29	28	19	17	21	16
	Respondent	25	39	33	46	42	24	26	22	26	21
External	Complainant	2	8	6	9	25	17	14	10	5	10
	Respondent	9	1	4	11	8	6	11	20	14	7

## EDUCATION AND OUTREACH

Our Education Advisor coordinates and promotes various campaigns and events on campus and delivers educational workshops for the campus community. The Education Advisor is joined by a team of Peer Educators who assist in the development and delivery of these education initiatives.

<https://www.dal.ca/dept/hres/education-campaigns.html>

In the 2017-18 fiscal year, the Education and Outreach team delivered over 100 workshops to 2600+ participants (student, staff and faculty), from 35 academic and administrative units. Through a collaborative approach on campus with various faculties/ admin units/ societies, we reached over 2700 folks during 2 crucial campaigns: 16-Days of Activism Against Gender Based Violence and International Women's Week! In February 2300+ students, staff and faculty participated in 15 events to celebrate African Heritage Month. Sister2Sister saw an increase in both membership and participation, hosting 6 gatherings with over 300 sisters in attendance, and even held its first mini conference.

**Pride in our Diversity**  
TAKING ACTION,  
PRIORITIZING VOICES FROM THE MARGINS,  
AND CREATING INCLUSIVE COMMUNITIES

♥ ♥  
**PRIDE WEEK JULY 19 - 29, 2018**  
For a full list of Pride events at Dalhousie, visit [dal.ca/showyourpride](http://dal.ca/showyourpride)

DALHOUSIE 1818 UNIVERSITY 2018

16日积极行动: 坚决制止以性别为理由的暴力行为!  
要团结, 不要沉默!

11月25日 - 12月10日  
[dal.ca/16DaysCampaign](http://dal.ca/16DaysCampaign)

DALHOUSIE UNIVERSITY

WELCOME BACK!

**SISTER 2 SISTER**

JOIN US AT OUR FIRST GATHERING:  
WEDNESDAY, SEPTEMBER 27, 2017  
3:00PM - 5:00PM  
FOOD PROVIDED  
LOCATION: TBA

BRING A SISTER!

FOR MORE INFORMATION AND/OR TO JOIN OUR MAILING LIST, EMAIL  
[SHAKIRA.WEATHERDON@DAL.CA](mailto:SHAKIRA.WEATHERDON@DAL.CA)

The full Education and Outreach Report (May 2017 – April 2018) can be found online at:

<https://www.dal.ca/dept/hres/education-campaigns/events--campaigns.html>



## *EMPLOYMENT EQUITY*

HRES and Human Resources collaborate on Dalhousie's employment equity efforts to establish and advance institutional and unit-level goals and strategies to improve diversity, inclusion and equity in the workplace.

Dalhousie's FCP Workforce Analysis can be found online:

[https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/human\\_rights\\_equity/FCP/FCP%20Employment%20Equity%20Workforce%20Analysis%202017.pdf](https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/human_rights_equity/FCP/FCP%20Employment%20Equity%20Workforce%20Analysis%202017.pdf)

Last fall, Dalhousie conducted our third annual "Be Counted" Census campaign. Since its launch in 2015, more than 4,000 faculty and staff and more than 5,400 students have completed the census. Through the census, we now have self-identification information for 88 percent of our full-time and permanent part-time employees and 18 percent of our students (However, when combined with student enrolment data, the student self-identification information is at 70 percent). Through increased self-identification and new recruitment, we have seen significant progress reflected in our diversity

Dalhousie's 2017 Census Report can be found online at:

[https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/human\\_rights\\_equity/Dalhousie%20Diversity%20and%20Census%20Report%202017.pdf](https://cdn.dal.ca/content/dam/dalhousie/pdf/dept/hres/human_rights_equity/Dalhousie%20Diversity%20and%20Census%20Report%202017.pdf)