ADVANCING EQUITY, DIVERSITY AND INCLUSION TOGETHER

HUMAN RIGHTS AND EQUITY SERVICES
EDUCATION AND OUTREACH REPORT
2017/18
IF YOU WANT TO GO QUICKLY, GO ALONE.

IF YOU WANT TO GO FAR, GO TOGETHER

—AFRICAN PROVERB
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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, and conflict management among members of the university community;
- Developing educational materials on topics related to human rights, diversity, and inclusion, as well as facilitating open, informative dialogue with students, faculty, and staff about these issues.

We provide confidential service to members of the Dalhousie Community seeking advice, support, and conflict resolution related to harassment or discrimination.

The 2017-2018 fiscal year (May-April) was very busy in our office, both in terms of the services we provided to our community and the administrative elements that made our work possible. Our 51 workshops reached over 2,460 Dalhousie community members. Through a collaborative approach with departments, faculties, tiger societies, community organizations, the Office in partnership with the South House Sexual and Gender Resource Centre reached over 2,698 folk via our participation in the 16 Days of Activism Against Gender-Based Violence (November 25 - December 10) and International Women’s Week (March 5-9).

Our main educational programs also experience growth and change this year as well. The Elephant in the Room reached more community members whilst we put a pause on the Bringing in the Bystander program in anticipation of a province wide “made-in-Nova Scotia” program led by the Antigonish Women’s Resource Centre and Sexual Assault Services Association.

Reflecting on these numbers, it is evident that our education and outreach programming is making an impact not only on campus, but in the communities around us.

These efforts have been made possible through the continued support of the Office of the President and the University’s administration, and the tremendous efforts of the HRES team and its student leaders, the Peer Educators.
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 vibrancy to 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 their best.

Human Rights and Equity Services (HRES) operates under the auspices of the Provost and Vice-President, Academic. 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 four 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.
The Education Advisor, along with HRES’ Peer Educator and a team of trained facilitators from partnering departments, delivered a number of educational workshops for the Dalhousie Community, including: the Elephant in the Room; Bringing in the Bystander; Ally is Not a Noun; Embracing an Inclusive Workplace; Cultural Competency in the Workplace; and other tailored workshops and conversation circles. The Education and Outreach team delivered a total of over 100 workshops, delivered to more than 2600+ participants (students, staff and faculty) from over 35 academic and administrative units.

THE ELEPHANT IN THE ROOM: DIVERSITY AND INCLUSION CONVERSATION SERIES

Objectives:
· Engage and promote the Dalhousie community in thoughtful, open-minded dialogue
· Encourage global awareness and sensitivity
· Discover ways to communicate and participate constructively in a diverse community
· Understand how one’s own social location shapes one’s perceptions, ideology and values
· To increase knowledge and improve beliefs about privilege and heighten awareness of privilege among the Dalhousie community

The elephant in the Room continues to be one of our most in-demand programs reaching more than 2374 students, staff and faculty in 34 faculties and units on the Truro, Halifax and St. John campuses this year.

The goal of the conversations is to provide members of the Dalhousie Community with an opportunity to explore issues of diversity and inclusion as it relates to local, regional, national and the global regions that make up our community.
"I THOUGHT THE WHOLE WORKSHOP WAS USEFUL. I WILL NOW THINK ABOUT HOW MY ACTIONS MAKE OTHERS FEEL AND I HOPE TO USE THEM THROUGHOUT MY LIFE. I WILL ALSO BE MORE MINDFUL OF OTHERS’ EXPERIENCES AND HOPE TO BE MORE INCLUSIVE IN MY DAILY LIFE."

"THANK YOU SO MUCH FOR THIS EXPERIENCE, THESE CONVERSATIONS ARE SO NEEDED IN OUR SCHOOL COMMUNITY IN OUR PRIVATE LIVES."

As a result of this workshop, I am willing to commit to continually engaging in critical self-reflection and conversations around the topics presented.
Sister2Sister provides a supportive, culturally safe space for racialized and Indigenous female-identified students at Dalhousie. The program provides these students the opportunity to enhance their leadership skills: strengthen one another; develop and share resources.

Sister2Sister saw an increase in membership and participation in programming, with additional programming and a more strategic outreach plan. Sister2Sister established an online community via social media, published its first zine which featured stories and poetry by the Sisters and invited and held its first mini-conference with various students from Halifax Regional School Board. This year, we held 6 gatherings which were attended by over 300 sisters.
CAMPAIGNS

16 Days of Activism Against Gender-Based Violence: Solidarity Not Silence

Human Rights and Equity Services teamed up with the South House Sexual and Gender Resource Centre for its third annual 16 Days of Activism Against Gender-Based Violence Campaign.

Campaign in Numbers
We collaborated with 148 faculties, community organizations, service divisions, departments, centres, tiger societies, and programs on campus and in the surrounding Halifax community to host and deliver 55 events and/or activities committed to profiling, addressing and eradicating all forms of sex and gender-based violence.

Impact of Campaign
Number of participating organizations: 35+
Number of Participants in Campaign: 1600+
Number of events: 30
Website pageviews over 16-days: 581 (unique views)
Tweet Impressions over 16-days: 21.1k
Posters were translated into 5 additional languages (Mandarin, Spanish, French, Arabic, and Mi'kmaq).
In 1977, the United Nations General Assembly adopted a resolution calling on member states to proclaim a day for women's rights and international peace. Following the United Nation's lead, Canada chose March 8 as International Women's Day.

Each year at this time, Canadians celebrate progress toward equality for women and their full participation, reflect on the challenges and barriers that remain, and consider future steps to achieving equality for all women, in all aspects of their lives.

Over time, International Women’s Day has grown into a week-long series of commemorative events and activities across the country.

[From Status of Women Canada]

This year at Dalhousie University, student leaders, staff and faculty are hosting a number of events, on campus and off, to celebrate International Women’s Week.

**CAMPAIGN IN NUMBERS**

We collaborated with 29 faculties, community organizations, service divisions, departments, centres, and programs on campus and in the surrounding Halifax community to host and deliver 12 events and/or activities.

Impact of Campaign
- Number of participating organizations: 29
- Number of Participants in Campaign: 1,200+
- Number of events: 12

**SMART IS SEXY**

**Arts vs Science Trivia Night**

Women's Organization Summit

**Women in the city:**

past, present and future
Respect Week provides the opportunity to remind our University community that all forms of assault, harassment, discrimination and bullying are always unacceptable, whether they be on campus, online, or at home. One of the ways we do this is through the annual tradition of Pink Day. Pink Day started after a school community chose to come together in solidarity with a male student being bullied by classmates for wearing a pink shirt to school. Respect Week promotes the services available for students and staff who may need help and support.
Respect Week activities include a range of educational and inspiring lectures, workshops and social events that, in all, will encourage all members of the University community to contribute to a respectful living, learning and working community.

**CAMPAIGN IN NUMBERS**

Number of participating organizations: 30  
Number of Participants in Campaign: 1700+  
Number of events: 21

**WHAT DOES RESPECT MEAN TO YOU?**
The second annual Dalhousie Pride Week took place from Thursday, July 20 to Sunday, July 30, 2017. Human Rights & Equity Services, along with various Centres, Services, Departments, Offices and Programs on campus and in the surrounding Halifax and Truro areas, offered a wide range of events during Dalhousie Pride Week focused on both education and celebration of LGBTQ2SIA+* communities.

*LGBTQ2SIA+ (Lesbian, Gay, Bisexual, Transgender, Queer, Two Spirit, Intersex, Asexual)
The commemoration of African Heritage Month in Canada can be traced to 1926 when Harvard-educated black historian Carter G. Woodson founded Negro History Week to recognize the achievements of African Americans. Woodson purposefully chose February for the birthdays of Frederick Douglas and Abraham Lincoln, both key figures in the emancipation of enslaved blacks. In 1976, as part of the American Bicentennial celebrations, Negro History Week was expanded to Black History Month.

Human Rights and Equity Services led the collaborative efforts in organizing and hosting a series of events and lectures throughout the month of February acknowledging and celebrating Black Excellence.

2300+ students, staff and faculty attended and participated in 15 events.
PARTNERS AND COLLABORATORS

COMMUNITY AGENCIES
- African Nova Scotian Music Association (ANSMA) • Antigonish Women’s Resource Centre and Sexual Assault Services Association • Avalon Sexual Assault Centre • Black and Immigrant Women Network of Nova Scotia • Bluenose-Ability Film Festival • Bryony House • Canadian Federation of Students • Central Nova Scotia Women’s Resource Centre • Child Soldiers Initiative • Cinema Politica • CUPE Nova Scotia • Dalhousie Women’s Division • Employee and Family Assistance Program • Fusion Halifax • Good Robot Brewing Company • Halifax Refugee Clinic • Halifax Women’s History Society • Halifax-Dartmouth and District Labour Council • Heartwood Centre for Community Youth Development • Immigrant Services Association of Nova Scotia (ISANS) • Just Us! Café • Ladies Beer League • Leading Ladies Network • Lemonade Factory Music • Nalandabodhi Halifax • Nova Scotia Federation of Labour • Nova Scotia Health Coalition • Pier 21 • reachAbility • Shambhala Halifax • Solidarity Halifax • South House • Strong Girls Leadership Association • The Council of Canadians • The East Coast Prison Justice Society • The Heart and Stroke Foundation • The Muse Café and Pub • The Pro-Social Project • The Radical Imagination Project • Transition House Association of Nova Scotia • Venus Envy-Halifax • Women’s Community Space • Women’s Wellness Within • YWCA

DEPARTMENTS AT DALHOUSIE
- Agricultural Campus Student Services • Agriculture Campus International Office • Bissett Student Success Centre • Black Students Advising Centre • DAL Student Life • DALConnects • Dalhousie International Centre • Dalhousie Libraries • Dalhousie Security Services • Dalhousie Student Engagement Program (DSEP) • Department of French • Department of Gender and Women’s Studies • Department of History • Department of Political Science • Early Modern Studies Program • Film Studies • Fountain School of Performing Arts • Gender and Health Promotion Studies Unit • Indigenous Student Centre • James R. Johnston Chair in Black Canadian Studies • Law, Justice, and Society • Native Education Counselling Unit • Office of the President • Political Science Department • Promoting Leadership in Health for African Nova Scotians (PLANS) • School of Health and Human Performance • School of Social Work • Student Accessibility Centre • Student Success (Agricultural Campus)
STUDENT SOCIETIES
- Dalhousie African Student Association
- Dalhousie Arts & Social Sciences Society
- Dalhousie Association of Graduate Students
- Dalhousie Feminist Legal Association
- Dalhousie Gender and Women Studies Society
- Dalhousie International Student Association
- Dalhousie Legal Aid’s Women’s Community Space
- Dalhousie Oxfam Society
- Dalhousie Science Society
- Dalhousie Student Union
- Dalhousie Student Union Equity and Accessibility Office
- Dalhousie Women in Engineering
- DalOUT
- Get REAL Dal
- Health Association of African Canadians – Student Society (HAAC-SS)
- Loaded Ladle
- NSPIRO
- Rowe Women in Business Association
- Sexualized Violence Action Group of the School of Social Work
- South House Sexual and Gender Resource Centre
- Student Advocacy Society
- Student Union of NSCAD (SUNSCAD)
- World University Services of Canada (WUSC)

UNIVERSITIES/COLLEGES
- Mount Saint Vincent University Feminist Collective
- Saint Mary’s University Women’s Centre
- University of King’s College
- Nova Scotia Community College
- NSCAD

GOVERNMENT AGENCIES
- African Nova Scotian Affairs Integration Office (ANSAIO)
- Nova Scotia Human Rights Commission
- Halifax Public Libraries
- NS Advisory Council on the Status of Women
- Pride Health
DalSAFE is a mobile app providing quick and easy access to Security Services, Tiger Patrol, interactive maps, campus notices, parking info, and many other resources to enhance personal safety.
Designed by: Tabasa Shimada, Peer Educator
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Special thanks: Jackie Dowling (contract, Education Advisor) and HRES Peer Educators (Rachele Manett, Claire Seremba, Hasan Sinan, Adeline Urban and Tabasa Shimada)