

Human Rights & Equity Services

Annual Report - May 1, 2016 to April 30, 2017

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MESSAGE FROM THE ACTING EXECUTIVE DIRECTOR

Human Rights & Equity Services is pleased to present its first annual report since its re-visioning and reorganization in the fall of 2016. The organization, formerly known as the Office of Human Rights, Equity & Harassment Prevention, now reports through the Provost and Vice-President, Academic and continues to be resourced to achieve its vision: to be an institutional leader, resource and centre for expertise in the development of a diverse, respectful, inclusive and equitable community.

In a span of two years, the staff complement increased from 3.5 FTE, in the fall of 2014, to 5.5 FTE in the fall of 2016, and this complement will further increase to 6.5 FTE by the fall of 2018. These positive organizational changes have resulted in a much enhanced capacity to proactively build community capacity to foster inclusive, respectful and safer learning and working environments, as well as to respond to human rights inquiries and complaints.

On behalf of the Provost and Vice-President, Academic, I am also pleased to announce that a search will soon be underway to hire Dalhousie's first University Advisor & Assistant Vice-President, Equity and Inclusion! The UA/AVP, Equity and Inclusion will lead Human Rights & Equity Services, will act as the senior-most administrator responsible for leading institution-wide diversity, equity and inclusion initiatives, will be the university representative responsible for advising the senior leadership, Deans and unit Heads as well as representing the institution locally and nationally on matters related to diversity, inclusion and equity at Dalhousie.

As the University Advisor, the UA/AVP will provide advice to and build capacity among senior administrative and academic leaders on issues of diversity, inclusion and equity. As the leader of HRES, the UA/AVP will be responsible for leading the organization to fulfill its mission and for leading Dalhousie's strategic planning, implementation and progress reporting to advance institutional diversity, inclusion and equity goals, including collaborating with Human Resources to administer Dalhousie's Employment Equity Policy and activities to support compliance with the Federal Contractors Program.

This past year, it has been a pleasure and privilege to work with my senior colleagues to realize the vision for a strong Human Rights & Equity Services and capacity to advance diversity, inclusion and equity commitments and priorities. It has also been extremely rewarding to have the opportunity to work closely with the new talented team within HRES, whose daily dedication to and passion for this always important and at times challenging work is truly inspiring.

If you have any questions about this report or any HRES services, please email hres@dal.ca or visit dal.ca/HRES.

Arig al Shaibah, Ph.D.

Vice Provost, Student Affairs and Acting Executive Director, Human Rights & Equity Services

ORGANIZATION

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 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 achieve their best.

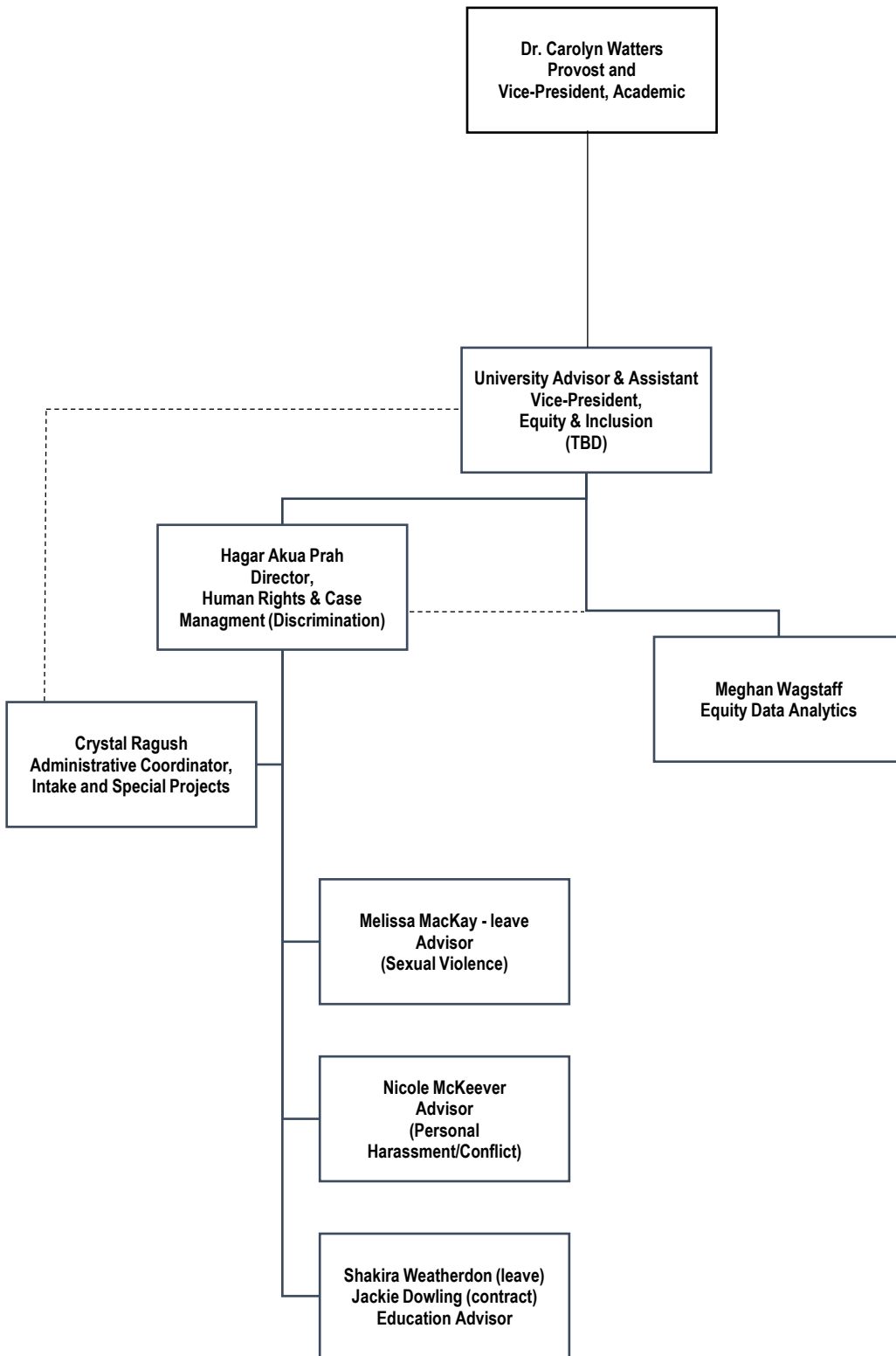
Human Rights & Equity Services (HRES) operates under the auspices of the Provost and Vice-President, Academic. HRES works with all members of the Dalhousie Community, including students, staff and faculty as well as Halifax community members to achieve its mission across the following four strategic 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.

Our Team

- Arig al Shaibah, *Acting Executive Director*
- Hagar Akua Prah, *Director, Human Rights & Case Management (Discrimination)*
- Crystal Ragush, *Administrative Coordinator, Intake & Special Projects*
- Nicole McKeever, *Advisor (Personal Harassment/ Conflict)*
- Melissa MacKay, *Advisor (Sexual Violence)*
- Shakira Weatherdon, *Education Advisor*
- Jackie Dowling, *Education Advisor (contract)*
- Meghan Wagstaff, *Equity Data Analyst*

Structure



NEW INITIATIVES

1. *Policy Administration, Review and Revision*

HRES administers the following policies, which are all currently being reviewed and revised.

Visit the University Secretariat website to view the policies:

https://www.dal.ca/dept/university_secretariat/policies/human-rights---equity.html

- *Employment Equity Policy*
- *Statement on Prohibited Discrimination*
- *Personal Harassment Policy*
- *Sexual Harassment Policy*
- *Employee Accommodation Policy (with Human Resources Disability Administration)*
- *Student Accommodation Policy (with Student Affairs Access Services)*

2. *Sexual Violence Prevention and Response*

Central Resource

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.

Sexual Assault Response Protocol

HRES has updated the resource for faculty, staff and student leaders, which outlines how to respond to disclosures of sexual assault. This resource includes a centrefold infographic to aid in quickly identifying options for reporting as well as available supports and resources. This *Protocol* is available in a printed version, which was shared university wide, and online at: <https://www.dal.ca/dept/dalrespect/sexual-violence/sexual-assault-response-protocol.html>

Stand-Alone Policy

HRES has been leading a consultative process to develop a new stand-alone Sexual Violence Policy. A draft Policy is currently moving through appropriate institutional approval bodies and plans are underway for broader campus consultation in the fall of 2017.

PEGaSUS*, a Psycho-Educational Group for Survivors of Sexual Assault

PEGaSUS was launched in the 2016/17 academic year, led by Hagar Akua Prah and co-facilitated by Melissa MacKay. It is a 10-week program designed to support student survivors of adult sexual assault. The program offer a supportive space, open to all genders, for students to share experiences, recognize strengths, and work towards healing and self-empowerment. Group capacity is 10 – 12 students. Visit the website for information about session topics and testimonials from participants:

<https://www.dal.ca/dept/dalrespect/sexual-violence/pegasus.html>

**PEGaSUS was developed by Hagar Akua Prah (2014) during her tenure at Queen's, and has been adapted with permission.*

3. Multifaith Calendar

Human Rights & Equity Services has updated the mosaic calendar of religious holidays and cultural dates for faculty, staff and students. The Multifaith Calendar is a valued resource to demonstrate inclusivity and provide information on diverse festivals, observances, and faith based holidays.

You can find our new Multifaith Calendar at: <http://multifaithcalendar.org/cal/dologin.php?id=469>

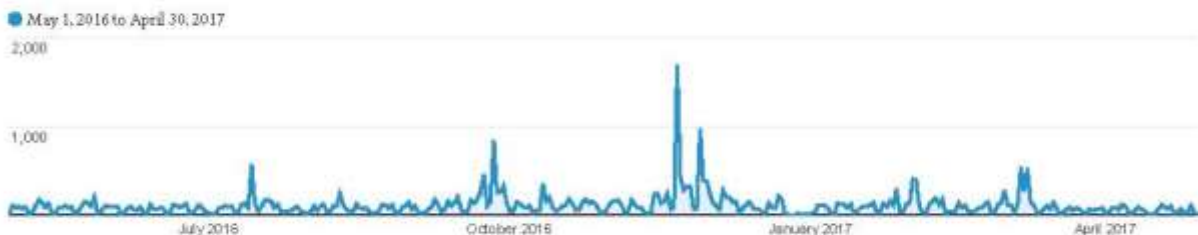
4. HRES Website

We recently updated our website to create more accessible and user friendly navigation. Program and service areas are more clearly and prominently profiles and important information, like policies and resources, are featured right on the main page, with multi-page resources accessible through a pdf viewer.

Figure 1 is a graphic representation of visits to our website throughout the year. Visit

<https://www.dal.ca/dept/dalrespect.html>.

Figure 1. Website visits through the reporting year



5. Perspective Database

Human Rights & Equity Services implemented a new database system, *Perspective*, which allows for much enhanced tracking and reporting capability. Although data for this report was collected using the older Microsoft Access Database, the next annual report will pull data from *Perspective*.

HUMAN RIGHTS & 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.

Below are some statistics on the number and types of contacts over the last five years (Figures 2 and 5), the affiliation of complainants and respondents by the type of complaint (Figures 3 and 4), and disaggregated discrimination data by Human Rights ground (Figure 6).

As a measure to maintain a high standard of confidentiality and privacy, disaggregated data counts that are fewer than five are not reported.

Type of Contacts

HRES tracks the following types of contacts:

- Inquiry (consultation phone calls, updates from Security, etc.);
- Informal Complaint (cases where complainants request informal resolution); and
- Formal Complaint (cases where formal investigations take place).

Affiliation

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

- Undergraduate Student;
- Graduate Student (including Professional Schools);
- Staff (NSGEU, DPMG, EXAD, CCS);
- Faculty (DFA, CUPE);
- Other (Grant Paid, IUOE, Temp/ Casual); and
- External (no Dalhousie Affiliation).

Figure 2. Type of Contact, 5-year trend: May 1, 2012 to April 30, 2017

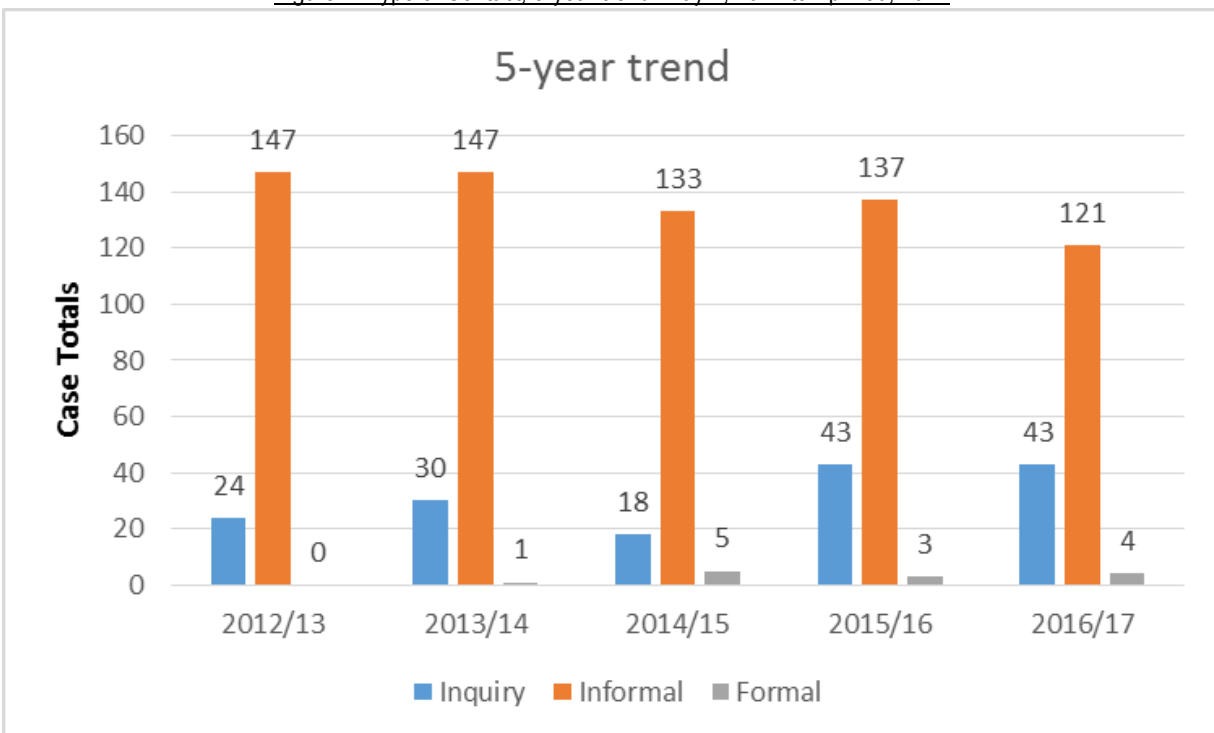


Figure 3. University Affiliation of Complainants, May 1, 2012 to April 30, 2017

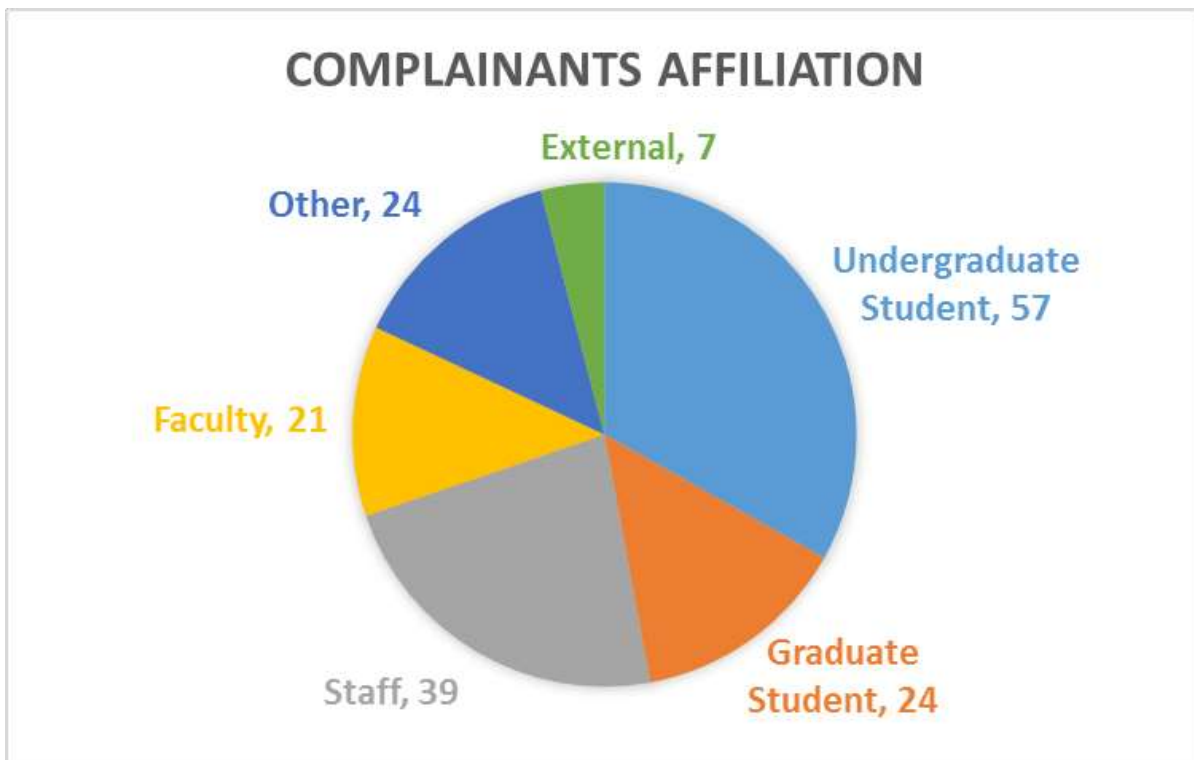


Figure 4. University Affiliation of Respondents, May 1, 2012 to April 30, 2017

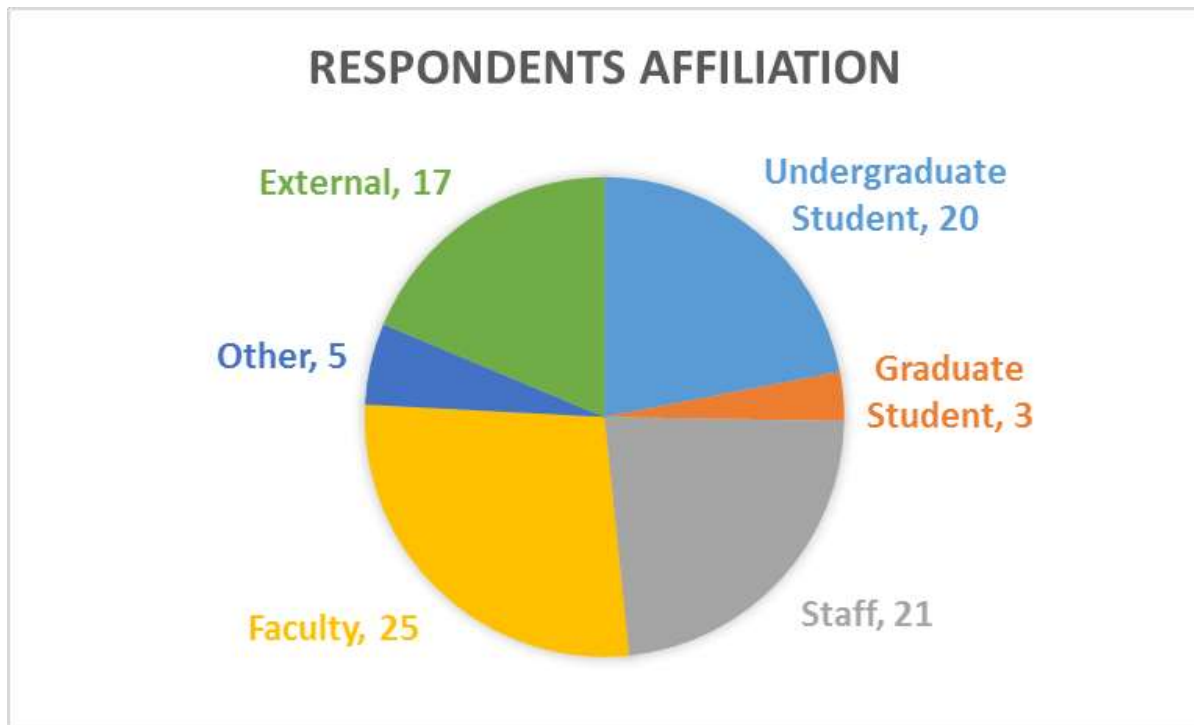


Figure 5. Type of Contact by Category, 5-year trend: May 1, 2012 to April 30, 2017

Note: a count of <5 incidents is not report to maintain confidentiality

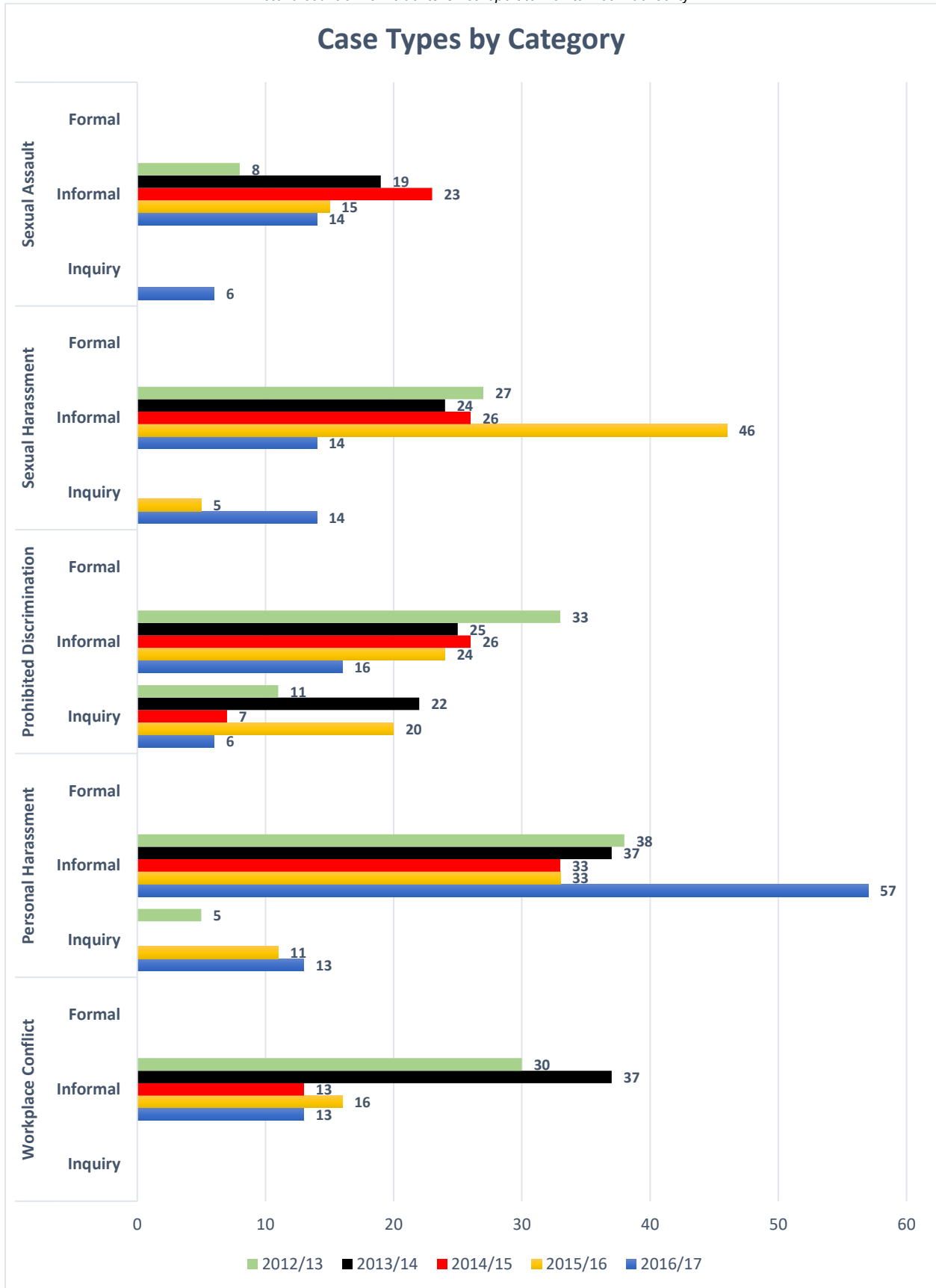
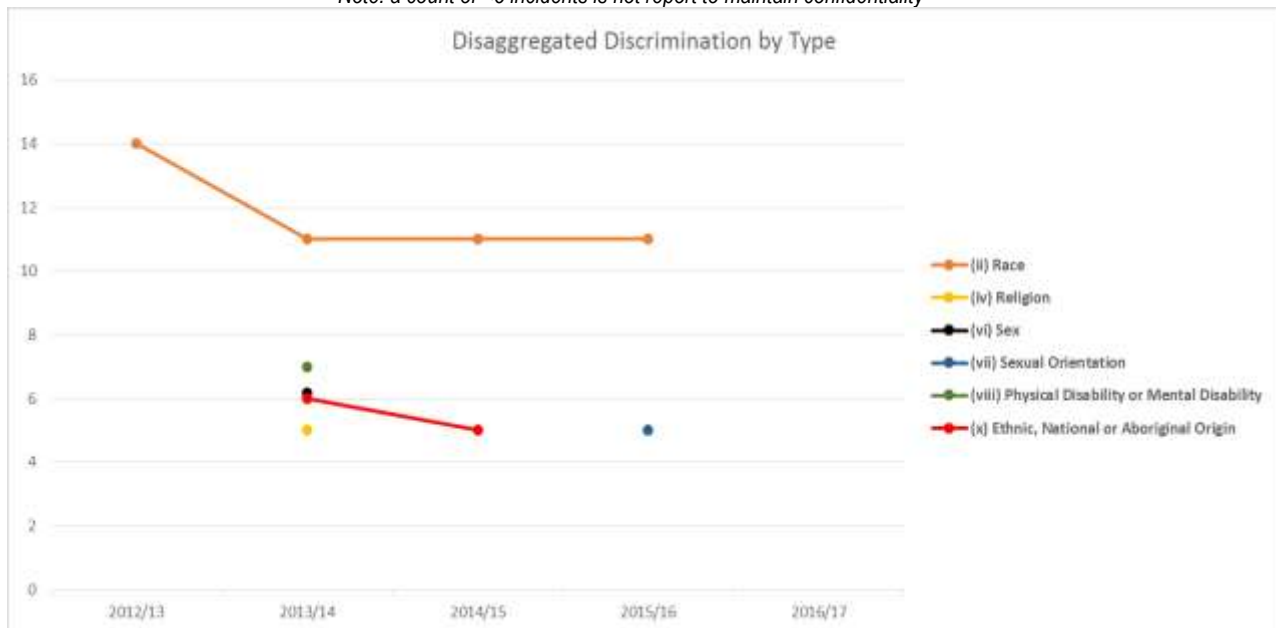


Figure 6. Disaggregated Discrimination by Type, May 1, 2012 to April 30, 2017

Note: a count of <5 incidents is not report to maintain confidentiality



EDUCATION AND OUTREACH

Our Education Advisor coordinates and promotes various campaigns and events on campus, including but not limited to Respect Week, 16 Days of Activism against Gender Based Violence, African Heritage Month, International Women’s Week, and Pride.

The Education Advisor also delivers a number of educational workshops for the campus community, including: Elephant in the Room levels 1, 2, 3; Bringing in the Bystander; Ally is not a Noun; Embracing an Inclusive Workplace; Drunken Love; Cultural Competency in the Workplace; But what do I say: Strategies for speaking up; and other tailored workshops stemming from incidents and/or team dynamics. In this reporting cycle, May 1, 2016 to April 30, 2017, over 100 workshops were delivered with a total of over 2,400 participants, cross 39 different academic and administrative units.

The Education Advisor is joined by a team of Peer Educators and a Social Work placement student, who assist in the development and delivery of these education initiatives. Visit dal.ca/respectreps for more information on educational offerings.

The Education and Outreach Report can be found online at:
<https://www.dal.ca/dept/dalrespect/education-campaigns/events---campaigns.html>

EMPLOYMENT EQUITY

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

The Employment Equity Report can be found online at:
https://www.dal.ca/dept/dalrespect/equity---inclusion/employment_equity.html