

Affirmative Action Policy for the Faculty of Health Professions

Introduction

The Faculty of Health Professions is committed to Affirmative Action and will institute active measures to eradicate discrimination, both personal and systemic, and to address the historic under-representation on its admissions of Aboriginal peoples, African Canadians and Persons with (dis)Abilities. An Affirmative Action policy must be responsive to the needs of the underrepresented groups. Therefore this document will be reviewed regularly to ensure that groups are fairly represented and that the language used to describe groups is both inclusive and respectful.

Affirmative Action has the following essential components:

1. Recognition that some groups have experienced educational disadvantage that leaves them less likely to succeed at admissions to a program for health professionals or to graduate if accepted.
2. The removal of discriminatory barriers to admissions.
3. The development and implementation of policies and practices that address educational disadvantage experienced by some groups and the establishment of internal goals and timetables towards the achievement of affirmative action re: admissions.
4. Recognition that Affirmative Action policies regarding admission need to be complemented by policies related to improvement in the participation and success of designated group members.

Affirmative Action, Designated Groups

Recognizing the need to address the effects of past discrimination on specific groups by society in general, and consistent with requirements of the Nova Scotia Human Rights Commission, the Faculty of Health Professions shall support Affirmative Action for the admission and education of qualified persons from Aboriginal peoples, African Canadians and Persons with (dis)Abilities that have been, and continue to be marginalized and educationally disadvantaged.

The following policy is designed to provide a basis for individual units to develop operational criteria within their own individual admission processes that may include but is not limited to; the addition of other designated groups and/or the inclusion of regional mandates for specific programs. As a result, the Faculty policy statement should serve as a general guideline and does not include specific details of the methods to be used to implement the policy. An important feature of the success of an academic affirmative action policy is the concurrent development of a policy of accountability as well as educational programs for faculty, staff and students. This will ensure that the policy is successful in meeting its objectives.

Policy Statement

The Faculty of Health Professions recognizes that Affirmative Action is required to increase the admission of and number of graduates from underrepresented groups; Aboriginal peoples, African Canadians and Persons with (dis)Abilities. The constituent Units of the Faculty will develop and implement Affirmative Action policies that are consistent with the Human Rights Commission.

As a matter of priority the Faculty will develop strategies to identify and create recruitment and support systems that will encourage and support members of these underrepresented groups to apply to and graduate from the Faculty of Health Professions.

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Office of Human Rights, Equity and Harassment Prevention: <http://hrehp.dal.ca/>

Each School/College has developed and implemented individual Affirmative Action Policies, please see below for links to specific programs of study:

School of Health and Human Performance:

http://hahp.healthprofessions.dal.ca/Files/HAHP_AAA&R.pdf

School of Health Administration:

Policy document available from School

School of Health Sciences:

Policy document available from School

School of Human Communication Disorders:

<http://humancommunicationdisorders.dal.ca/Files/SHCD/Application/March%202007%20-%20Affirmative%20Action%20Policy.pdf>

School of Nursing: see Calendar

Contact the School

College of Pharmacy:

http://pharmacy.dal.ca/Files/SUPPLEMENTAL_FORM_2007_2008.pdf

School of Occupational Therapy:

http://occupationaltherapy.dal.ca/Files/Resources_Affirmative_Action.pdf

School of Physiotherapy:

http://physiotherapy.dal.ca/Files/2011_Supplementary_Application_Form.pdf

School of Social Work:

http://socialwork.dal.ca/Educational%20Programs/Bachelor%20of%20Social%20Work/Affirmative_Action_P.p hp

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