**EQUITY ADVISORY COMMITTEE ANNUAL REPORT, 2013-2014**

The EAC mandate is to

* **to promote educational and workplace equity across the University;**
* **to maintain communication between the various University constituency**

**groups and the Committee;**

* **to advise and assist the Human Rights Advisor in formulating annual work plan, policies and program development;**
* **to provide information and guidance to the Advisor on issues of relevance**

**to the mandate of the Equity Office;**

* **to assist with ongoing equity awareness, education and training programs**

**among all University constituencies;**

* **to support the work of the Coordinator**

The EAC mandate is also outlined in the *StFX Discrimination and Harassment Policy*:

An Equity Advisory Committee (EAC) comprising representatives from various constituencies across the University will maintain communication between the various groups on issues of human rights and equity, assist with ongoing education and awareness programs, and provide information, guidance and support to the Human Rights & Equity Office. Dr. Elizabeth McGibbon and Dr. Joanne Tompkins are current co-chairs of the EAC.

**Areas of priority for the EAC in the 2013-2014 year were as follows:**

1. **Situating Equity work in the university.** As the Task Force brings its findings forward, the EAC is looking for a renewed conversation with the SAC about formal support for equity issues on campus. If marginalized communities are to well served in the university, excellence needs to be tied to equity. The EAC feels that the Office of the Human Rights and Equity Advisory needs to be strategically housed centrally within the university and not placed outside the central academic mission. The EAC is currently gathering information from sister institutions for comparison data regarding reporting structure and supports and resources for this office. In the past year funding and administrative support have been cut from this office making it difficult to be responsive to faculty, staff and student needs.
2. **Equity Committee Meetings.** The EAC continues to meet 2-3 times a year providing an important forum for information sharing among faculty, staff, and students committed to equity work on campus. These conversations provide an opportunity for constituent groups to promote their own agendas and also support one another in equity related work.
3. **The profile of equity on campus and in the community.** TheEAC is pleased with the continued involvement of Marie Brunelle on the following key committees on campus with a view to ensuring that equity remains a key aspect of campus life: CABSS, the Committee for Students with Disabilities: Internationalization Committee; the Agnes Calliste Lecture Series Committee; and the Advisory Committee of Preventing Violence Against Women. In the Antigonish area Marie Brunelle is the STFX representation for the GASHA Ethics Committee; a member of the Antigonish and Area Interagency Committee on Family Violence and the Antigonish Sexual Assault Response Team. At the national level she is a board member of Canadian Association for the Prevention of Discrimination and Harassment in Higher Education. Marie Brunelle’s contributions to these committees move forward equity issues and also give STFX excellent visibility in equity leadership.
4. **Education Awareness Raising Events.** There have been numerous events this year where the campus and community have become better educated about diversity issues. Marie Brunelle frequently partners with the Black, International, and Aboriginal advisors and other groups on campus around such events as: Adhoc Committee for Pink Shirt Day-Anti-Bullying Day; travelling Holocaust Exhibition, Martin Luther Day with Speaker Tony Ince, and International Women’s Week in Coollaboration with AWRC to name a few. The EAC wishes to commend the Human Rights and Equity Officer for her efforts to educate the campus and community.

Respectfully submitted

Joanne Tompkins and Elizabeth McGibbon

(Equity Advisory Committee)

March 31, 2014