

StFX University
Athletic Equity and Safe Sport Advisory (AESSA) Committee Minutes
Wednesday, May 29, 2024
3rd Floor Bloomfield, Council Chambers

Present: Akwaima Akpan, Matt Spencer, Greg Hadley, Gary Waterman, Wendy Langley, Charlene Weaving, Megan Fogarty, Krista McKenna, Leo MacPherson, Grace Bourret, Michelle White, Monica Foster, Elizabeth Yeo

Regrets: Gatluak James

- Elizabeth welcomed the group and opened the meeting with the land acknowledgement.
- Motion to approve the agenda, with the following amendment– meeting will end at 2:30 pm and not 3:30 pm as listed. Leo moved and Megan seconded. Motion carried.
- Motion to approve the minutes from the April 30th meeting. Gary moved and Wendy second, Motion carried.
- Student Athlete Flourishing Steering Committee
 - Slide deck provided to overview the intended outcomes of the Student Experience and Opportunity Plan, inclusive of PACAR and Accessibility Action items. The official work begins in October when the Student Athlete Flourishing Committee will be formed to create the implementation plan and accountability framework to meet these outcomes for student athletes. There may be some overlap with the work of Athletics Equity and Safe Sport. Good communication needed to ensure that there are no gaps.
 - In the meantime, work to prepare for the fall orientation and the regular programming (e.g. sexual violence prevention training) continues. This year, there is a new focus by Athletics and Student Services leadership to improve athlete orientation. Teams arrive at different times. An approach is needed to support student athletes to receive the orientation outcomes. Different approaches can be developed for Fall / Winter sports.
 - **ACTION** Leo, Krista and Student Services Directors meeting in June and July to advance these items. ALL: review slide deck and bring any questions to next meeting
- Committee Terms of Reference:
 - The committee reviewed definition of Gender Equity (Canadian Association of Women and Sport) and the committee materials:
 - Include language of non-binary in the materials **ACTION** – Michele to work with Megan to update language as needed.

- There are policies within the AUS, U Sports – policy on trans athletes, 2018, 2019 to reference.
 - It was agreed by consensus that the committee would review the implementation plan developed for varsity teams and adapt for Club and Recreational sports.
 - Safe Sport
 - Leo noted in fall 2024, Safe Sport training for student athletes is optional; in 2025, U Sports will require the training for all student athletes and training completion will be tracked.
 - U Sports has safe sport procedures for national championships; however each school is accountable to create its own framework.
 - **ACTION:** Leo will circulate an overview of U Sports and AUS safe sport initiatives and list of training that StFX athletics staff and varsity athletes complete.
 - Working Groups
 - Working groups will stay connected but will advance within their own scope.
 - Megan, Grace, Michelle are available as resources for both working groups.
 - **ACTION** - Confidentiality waivers – will be provided by Megan. Michelle will have the committee member's sign.
 - Motion to approve the term of reference as updated (attached). Leo moved and Charlene seconded. Motion carried.
- Timelines
 - If Working Groups decide to survey or focus groups with students, this should occur in the summer before or during training camps and season starting.
 - Next meeting of AESSA will be scheduled for end of June. Agenda:
 - AESSA and Working Groups to share the work plans for the summer.
 - Megan to share Employment Equity Draft
 - Q and A re Student Experience and Opportunity Plan as applies to Athletics