

## **Athletic Equity & Safe Sport Advisory Committee Update**

February 2025

Good Afternoon,

The Athletic Equity & Safe Sport Project seeks to promote continuous improvement within StFX Athletics, ensuring equity, safety, and inclusion. As co-chairs of the Athletic Equity & Safe Sport Advisory Committee, we wish to provide the campus community with an update on the work that has been completed to date.

### **Action to Date**

The full Advisory Committee has met three since our last update (September, 2024). Topics of discussion include updates from sub-committee and their priorities moving forward and progress concerning the External Review of the Sexual Violence Policy.

- **Equitable Resourcing** chaired by Dr. Charlene Weaving. Working group membership includes: Monica Foster, Leo MacPherson, Gary Waterman, Wendy Langley and Akwaima Akpan.
  - The sub-committee has met regularly since inception.
  - At the end of November 2024, a survey was administered to men's and women's basketball, hockey and soccer student athletes seeking input on game schedules.
  - Data has been collected and reported on the: (a) Gender breakdown of undergraduate and BEd enrolment; (b) The number of varsity sports spots for men and women; (c) The 2024-2025 Team Budgets; (d) The 2024-2025 budgeted Athletic Financial Awards (AFAs) in context with USPORTS equity requirements for men and women student athletes; (e) Alumni donations, and (f) Assistant coaches and stipends.
  - The sub-committee will next draft recommendations based on the above.
- **Safe Sport** chaired by Dr Greg Hadley. Working group membership includes: Elizabeth Yeo, Krista McKenna, Gatluak James and Matt Spencer.
  - The sub-committee has met regularly since inception Fact-finding work has led to the creation of guidelines for students who are working with sports team; and a stronger connection between the Office of Human Rights and Equity and the AESS.

- The committee is now preparing to launch a series of focus groups with student-athletes regarding their experiences and perceptions/ perspectives on matters of safe sport.

As part of its mandate, the Athletic Equity and Safe Sport (AESS) Advisory Committee is actioning recommendations from the External Review of the Sexual Violence Policy that pertain to athletics. A full update on the implementation of the Sexual Violence Policy recommendations, including those referred to AESS, will be available later this term.

### **Athletic Equity & Safe Sport Advisory Committee Welcomes External Advisors**

The Athletic Equity & Safe Sport (AESS) Advisory Committee is pleased to welcome Barbara McLean and Ron MacDonald in volunteer capacity as External Advisors to the committee. In this role, they will provide independent input, review key findings, and ensure that recommendations align with best practices in equity, diversity, inclusion, and safe sport. Their expertise will support transparency, inclusivity, and trust-building across the committee's work.

#### **Barbara McLean**

[Click here to read more about Barbara](#)

#### **Ron MacDonald**

[Click here to read more about Ron](#)

We look forward to the contributions of both Barbara and Ron as they support AESS in fostering a culture of equity, safety, and inclusion in athletics.

The committees will continue to provide regular updates as their work progresses; regular reports will be shared to the campus community.

This initiative is a key part of StFX's broader equity and anti-racism strategies. For more information on the Athletic Equity and Safe Sport Advisory Committee, please visit the website: <https://www.stfx.ca/athletic-equity-safe-sport>.

Monica Foster, Vice President, Administration and Finance  
Elizabeth Yeo, Vice President, Students