



President's Action Committee on Anti-Racism: Call for Nominations

BACKGROUND

StFX University values equity, diversity, inclusion and accessibility (EDIA). This is outlined in the [StFX University Strategic Plan: Building Our University the Way it is Meant to Be \(2023-2028\)](#), and our work is continuing.

As an educational institution, we work proactively to embed practices related to equity, anti-racism, and accessibility in all aspects of our University culture, curriculum, and experience. As a community, we will honour and actively join in the journey of reconciliation and decolonization, including advancing the Truth and Reconciliation Commission Calls to Action. We are committed to uplifting Indigenous voices and presence across all aspects of our University and to creating a welcoming space of belonging for everyone, especially the Mi'kmaq on whose lands we are privileged to be located. We understand that diverse backgrounds, cultures, and perspectives enrich our learning environment, and we are committed to identifying, preventing, and removing barriers to accessibility for persons with disabilities and individuals who experience barriers to equal access within our living, learning, and working environment. Through individual and collective action, we will promote anti-racism in all its forms, including advancing our commitment to the Scarborough Charter. We will cultivate a sense of belonging that supports the dignity, safety, and well-being of all faculty, staff, and students from historically and currently excluded and marginalized groups.

Within this commitment is a knowledge that racism in its many forms is experienced by members of our community at StFX. This cannot continue.

In May 2021, the President's Action Committee on Anti-Racism (PACAR) began its work to advise on action-oriented measures to address anti-Indigenous and anti-Black racism on campus. Acknowledging the wealth of existing reports and previous recommendations, PACAR aimed to go beyond identifying problems to offer a bold, solution-focused action plan with the goal of advancing equity and anti-racism across the campus community. Following a comprehensive consultation process, the [PACAR Action Plan: Striving for Anti-Racism and Equity](#), was released in April 2023.

OUR APPROACH

- The PACAR Report includes 43 recommendations identified under four broad environments: (1) Environments to Support Inclusive Teaching, Learning and Research; (2) Working and Organization Environment; (3) Living and Social Environment; and (4) Community Environment.
- The *Accountability Framework* will enable us to monitor our progress towards achieving the goals and initiatives outlined in the plan.



- We will leverage our integrated planning framework to enable collaborative work across the university and implement, monitor, and continually improve the initiatives outlined in the plan.
- We are committed to creating and working through a transparent process based on facilitation and accountability.

Within the context of the new StFX University Strategic Plan, and related efforts to advance EDIA, the PACAR Anti-Racism Action Plan outlines a range of activities aimed at building capacity, assessing barriers and opportunities, and creating greater alignment through departments and committees. Addressing the recommendations will require ongoing accountability, timely actions and working closely with those who are often at the margins and yet most affected by racial inequities. Now is the time for action. We all have a role to play.

PURPOSE

To inform our next steps, PACAR will continue to oversee the implementation and evaluation of the PACAR Anti-Racism Action Plan at StFX University and, with support from the Manager, Governance and Strategic Initiatives, will publish an annual report wherein progress from the previous year is highlighted, and objectives for the current planning year are discussed. In addition, members of PACAR will provide support and advice on institution-wide efforts to advance equity, anti-racism, anti-oppression, and other equity-related work, and take on one or more roles designed to help embed equity and anti-racism across the university:

- A. Working Group Leader: Responsible for specific campus-based initiatives that advance anti-racism and equity actions. Working Group Leaders will identify campus community members within and beyond PACAR members to bring expertise to the initiatives as required.
- B. Working Group Member: Provide consultative guidance to service providers on-campus responsible for implementing the recommendations outlined in the PACAR Anti-Racism Action Plan, assesses change management needs and provide advice to service providers at various stages of the implementation process. The Working Group leader would normally be the person who is assigned accountability for the action item, as outlined in the [PACAR Accountability Framework](#), unless the work is emergent or assigned to PACAR by the President.

MANDATE

- Receive and review information on institutional progress towards achieving the goals and initiatives outlined in the PACAR Anti-Racism Action Plan, through regular updates from Working Groups.
- Encourage collaboration across Working Groups considering each of the thematic areas.



- Review equity, anti-racism, anti-oppression, and inclusion work in progress and create opportunities to share this information (including experiences, challenges, barriers, best practices) across the university so that we can learn from each other and build capacity.
- Produce an annual report on progress related to the goals and initiatives outlined in the PACAR Anti-Racism Action Plan, with support from the Manager, Governance and Strategic Initiatives.
- Plan, coordinate and host an Annual General Meeting, open to all members of the university community, where annual reports on progress on the PACAR Anti-Racism Action Plan and related efforts from all Working Groups are presented and discussed.
- Solicit input and feedback from the university and external community on the implementation of the goals and initiatives identified in the PACAR Anti-Racism Action Plan to ensure the voice of community is considered in all aspects of equity and anti-racism within the university.
- As needed, help facilitate the engagement of others on campus, including subject matter experts, individuals with lived experiences, etc.
- Serve as a resource to the university on issues related to equity, anti-racism, anti-oppression, and inclusion work.
- Make recommendations on implementing equity initiatives more broadly across the University with a focus on actions/initiatives for achieving greater equity, diversity, and inclusion in the University's faculty, staff, and student populations.
- Facilitate collaboration, coordination, and communication across all equity and inclusion committees, moving away from our existing siloed approach and focusing on our shared work and intended outcomes.

MEMBERSHIP

The committee will be comprised of 18 members who will serve up to a 2-year term, and will be co-chaired by the StFX Vice-President Students and a Co-Chair appointed by the President. Student representatives will serve up to a 1-year term, with possibility of renewal each year to a maximum of 4 years.

- Vice-President, Students (Co-Chair)
- External Advisor to the President (Co-Chair appointed by the President)
- Vice-President Academic and Provost (or designate)
- StFX Knowledge Keeper
- Equity and Human Rights
- Centre for Teaching and Learning
- Facilities Management
- Marketing and Communications
- Faculty (3)*



- Students (3)
- Community Member (3)*
- Alumni (3)*

*Student, faculty, alumni and community representation must come from Mi'kmaw, Indigenous, Black communities or from members of other historically and currently excluded and marginalized groups.

*Student and community representatives will be provided with a participation honorarium of \$500 per term.

The majority of meetings shall be held online to facilitate community member participation.

APPLICATION PROCESS

The University is now seeking applications from StFX students, faculty, staff and extended community members to serve on the PACAR, and/or on PACAR's Working Groups. Applications are encouraged from members of historically and currently excluded and marginalized groups. We recognize the need for an intersectional approach to complete this work.

Applications should include following information:

- Name/title
- Affiliation (student, faculty, staff or community)
- A short description of why you are interested in serving on the committee.
- A short description of your involvement or experience with anti-racism initiatives on campus or in the community
- Applicants are encouraged to self-identify if they are a member of a historically or currently excluded or marginalized group.

Applications are strongly encouraged from those who have:

- demonstrated a commitment to equity, inclusion, and anti-racism.
- served as leaders in the development and implementation of equity and anti-racism initiatives on our campus or in the community.
- knowledge of principles that enhance equity, representation, and respect.
- a history of maintaining respectful, inclusive environments with academic and non-academic community members while facilitating discussions inclusive of dissenting views and opinions.
- integrity and ability to work within complex cultural frameworks using an intersectional approach.
- a demonstrated level of understanding with respect to the appreciation of different perspectives.

Building Our University the Way it is Meant to Be

ACADEMICALLY DRIVEN | EQUITY, DIVERSITY, INCLUSION AND ACCESSIBILITY (EDIA) | COMMUNITY | RESPONSIVE | SUSTAINABILITY ●●●



All applications must be submitted by **September 25, 2023**. The review and selection process of committee members will follow with the goal that the Committee will be formed and underway by **October 16, 2023**.

Applications for faculty, staff, and community members will be reviewed and considered by the following committee, who will make their recommendations to the President:

- Co-Chairs of the PACAR
- StFX Director of Human Rights and Equity
- StFX Knowledge Keeper

Student applications for the committee will be reviewed and moved through a ranked ballot election process conducted in cooperation with the Diversity Engagement Centre.

Applications can be submitted in confidence through this [secure form](#).

StFX is committed to accessibility for persons with disabilities and individuals who experience barriers to accessibility. Please contact us at President@stfx.ca if you have any accommodations needs or request the information and/or application form in an alternate format.