

**NSTU Equity Committee
Year End Report
2025-2026**

Committee Mandate:

The Committee shall: Explore current practices, attitudes, and research regarding diversity, equity, and social justice; examine trends and themes with regard to equity in the teaching profession; make recommendations to the Provincial Executive regarding professional development; make recommendations to the Provincial Executive regarding information and support to Locals on equity issues; consider such resolutions submitted to the Annual Council to make recommendations for Council's consideration where appropriate; and, participate as required in the NSTU Policy Review Process by providing recommendations for the Provincial Executive's consideration.

Committee Members:

Holly Schaller (Chair)
Quinn Kloppenburg
Nadia Lamrani-Darwish
Malik Adams
Suzanne Handley
Linda MacPhee
Marilyn Skinner (Provincial Executive Member)
Wendie Wilson (Staff Liaison)

Meeting Dates:

November 7, 2025 (in person)
February 13, 2026 (virtual)
April 24, 2026 (in person)

Summary of Activities:

- The Equity Committee continued its work in support of Recommendation #4 from the Ad Hoc Committee on the Inclusion of Equity-Seeking Members Report by exploring opportunities to strengthen relationships with equity-owed communities and organizations. Discussions focused on Truth and Reconciliation, African Nova Scotian community engagement, support for newcomer educators, and identifying additional groups that may benefit from focused advocacy and support.
- The committee supported the establishment of a new BIPOC Standing Committee to provide advice and recommendations to Provincial Executive on matters relating to representation, leadership development, professional learning, and member engagement. The committee also reviewed new equity initiatives, including Indigenous and African Nova Scotian Provincial Executive seats, increased opportunities for equity-owed representation, and participation of equity-owed members at NSTU conferences and events.

- The NSTU sponsored a table at the 2026 African Heritage Month Gala, which attracted approximately 1,200 participants and provided an opportunity to strengthen community connections and increase the visibility of the NSTU's commitment to equity and inclusion. The committee also reviewed the NSTU Equity Definition, discussed supports for internationally educated and newcomer teachers, and explored the use of an Equity Decision-Making Tool to support equity-informed decision making within the organization.

Council Resolutions Reviewed:

2026-01

2026-02

2026-47 (Pre-C)

2026-50 (Pre-C)

2026-51 (Pre-C)

Goals or Plans for Next Year:

- Continue advancing Recommendation #4 from the Ad Hoc Committee on the Inclusion of Equity-Seeking Members Report through meaningful engagement with equity-owed communities and organizations.
- Further explore barriers experienced by educators with disabilities, including accessibility, employment practices, and support systems, while identifying opportunities for advocacy and awareness.
- Develop educational resources that support transgender educators and promote greater understanding and inclusion within schools and workplaces.
- Explore options for the development and dissemination of equity-focused educational materials and awareness campaigns.
- Continue supporting the implementation of new equity structures within the NSTU, including the BIPOC Standing Committee and increased representation of equity-owed members.

Budget:

Year to date: \$3,037.95

Annual budget: \$5,100

Respectfully submitted by Wendie Wilson (Staff Liaison)