

**NSTU Provincial Equity Committee**  
**Year-End Committee Report 2021-2022**

**Committee Members**

Drew Fournier (Chair), Kelly Cooper, Virginia King-Tower, Colin MacKenzie, Taunya Pynn-Crowe, Juanita Romard, Myla Borden (Provincial Executive Liaison), Amanda O'Regan-Marchand (Executive Staff Liaison)

**Committee Mandate:**

As part of their mandate, the Committee will explore current practices, attitudes and research regarding diversity, equity and social justice.

**Meeting Dates**

October 14<sup>th</sup> (ZOOM), February 10<sup>th</sup> (ZOOM) and April 11<sup>th</sup> (In person)

**Budget**

The budget for the committee was \$3720. The actual cost for the committee's business was \$4471.77.

**Committee Activities and Recommendations**

**1. NSTU Policy Review**

At their winter meeting, the committee reviewed and made recommendations on the following policies to ensure that their language was as inclusive as possible.

NSTU GOVERNANCE:

1. CODE OF ETHICS
2. COLLEGIAL RELATIONSHIP AMONGST EDUCATIONAL SITE STAFF
3. DIVERSE REPRESENTATION
4. EQUITY AND AFFIRMATIVE ACTION
5. GENDER IDENTITY, GENDER EXPRESSION, AND SEXUAL ORIENTATION DISCRIMINATION
6. HUMAN RIGHTS
7. INCLUSIVE LANGUAGE
8. SUBSTITUTE TEACHER MEETINGS

**1. Annual Policy Review-online form completed:**

The Equity committee recommends that:

The following policies be reaffirmed: 1 A, D(i) and (ii) and F; 4, 5 and 8

The following policies be amended: 1 D (iii) and E(iii), 2, 3B, 6A, 7B

The following policies be rescinded: NONE

## 2. Committee focus(es) for the year

Ask Mother Union to update and provide more timely Professional Development offerings to deliver to members when requested, particularly with Equity Focus;

Question to Mother Union with regards to whether this committee will have input into the job description for the new Executive Staff Officer position with an equity focus- Question sent to Louis Robitaille during the meeting along with wording from the policy review.

Colin shared that he is a member of a local Advocacy committee (name to be determined) that is meeting with the board operations personnel to shift to gender-neutral bathrooms; some resistance moving forward; The Youth Project and Doctors are also members of the group to help support the cause; Construction of new barriers and doors to better project the privacy of users; Educational piece in class. Collected stories from students regarding binary bathrooms, including changing eating habits during the day so that they don't have to use the facilities during the day;

Expand on "What I wish my Teacher Knew" program partnership with the YMCA and develop a bank of Equity resources for teachers; Develop a checklist to review resources submitted from teachers as a timed item on future agendas;

Teacher exchanges with different communities to share first voice experiences;

Liaise with NSTAEE to support their mandate starting November 1<sup>st</sup>, 2021 going forward;

Discussion around Annual Council procedures to maintain a strong voice to support resolutions and to investigate the possibility of standing committee chairs not having to ask permission to speak. Question included in email to Louis as above. Follow up with disposition of resolutions. Request to PE regarding committee Chairs who are invited to speak to resolutions having the right to speak without having to ask permission. Possible resolution going forward or request to PE for discussion. What other groups should be considered in this request?

Through discussion during and following the meeting with committee members, the committee passed the following amended motion:

### RECOMMENDED MOTION 1

THAT THE NSTU CREATE AND MAINTAIN A SEARCHABLE PROFESSIONAL LEARNING RESOURCES MICROSITE THAT SUPPORTS MEMBERS ACROSS GRADE LEVELS AND CURRICULUM AREAS, ~~INCLUDING~~ **FOR** TEACHING WITH AN EQUITY LENS.

COLIN MACKENZIE/VIRGINIA KING -TOWER/CARRIED

### **3. Equity Liaison**

The committee directed staff to create a list of the Equity Liaisons in the locals across the province.

### **4. Equity Conference 2023**

Dates were confirmed for the conference: April 14<sup>th</sup> and 15<sup>th</sup>, 2023 @ the Hotel Halifax; The Spring meeting of the committee will coincide with the conference, being held on the afternoon of the 14<sup>th</sup> with the conference beginning that evening;

A possible list of presenters and activities was discussed and included:

John Sylliboy (art, intersectionality Wabanaki Two-Spirit Alliance);

Kate MacDonald: Game-changers 902

What I wish My Teacher Knew, Chapter 2, Youth Perspective (Panel as per ELCNS Afro-centric cohort panel)

Wendie Wilson

### **5. Annual Council**

Drew Fournier attended Annual Council on behalf of the Equity Committee as Chair.

#### **Resolution recommendation to council 2022**

Action General: BE IT RESOLVED THAT the NSTU explore ways to promote members from the following under-represented groups (African Nova Scotian and other racialized groups, Indigenous, LGBTQIA2S+ and people with disabilities) into positions within the union structure that are not specifically designated to address inclusion or diversity.

The Equity Committee recommends adoption of resolution 2022-84 by consensus;

A Safe Space, named the RED room (see attached poster) was created via a recommendation from NSTAEE.

The Committee has named Colin MacKenzie as chair of the Equity Committee for 2022-2023.

Respectfully submitted,

Amanda O'Regan-Marchand