

NSTU Equity Committee Year End Report 2023-2024

Committee Mandate:

The Committee shall:

- a. explore current practices, attitudes, and research regarding diversity, equity, and social justice;
- b. examine trends and themes with regard to equity in the teaching profession;
- c. make recommendations to the Provincial Executive regarding professional development workshops to assist members with equity and diversity as defined by the Nova Scotia Human Rights Act;
- d. make recommendations to the Provincial Executive regarding information and support to Locals on equity issues;
- e. consider such resolutions submitted to the Annual Council to make recommendations for Council's consideration where appropriate; and,
- f. participate as required in the NSTU Policy Review Process by providing recommendations for the Provincial Executive's consideration.

Committee Members:

- Wendie Wilson
- Laura Fryday
- Denise Stone
- Crystal Randell
- Kassie Rose
- Myla Borden

Chair: Laura Fryday

Provincial Executive Member: Myla Borden

Staff Liaison: Wendie Wilson

Meeting Dates:

- November 10th, 2023 (In-person at NSTU Building)
- February 23rd, 2024 (Virtual via Zoom)
- April 19th, 2024 (In-person at NSTU Building)

Summary of Committee Activities:

- November 10th, 2023: The committee met in person, adopted the agenda, approved minutes with amendments, and discussed business arising from the minutes, including the review of the upcoming EEE conference and the committee's desire to participate in the conference in December. The focus of the meeting continued looking Ad Hoc Committee Report on Inclusion of Equity-Seeking Members, prioritizing recommendation #4.
- February 23rd, 2024: The committee met virtually, adopted the agenda, approved minutes, and discussed the committee's continued focus of bringing the recommendations from the Ad Hoc report to life and considering representation at the African Heritage Month Gala and other community events. Thinking of the potential for community

connections. There was a conversation about EDI clothing; a letter was sent to Ryan to review. It was to go to PE from Myla and Wendie. As well as a discussion on what the locals could be doing to support Equity, what is happening, and report back to the committee.

- April 19th, 2024: The committee met in person, adopted the agenda, approved minutes with amendments, and discussed the committee's focus for the year, emphasizing connecting with the community. There was an in-depth discussion on adding a resolution for a guaranteed BIPOC seat at the PE table. Again, there was a discussion on the EDI clothing, when it would be most appropriate to be given out to members, and what it could look like. A recommendation from the committee is that the AdHoc Committee report on Inclusion, recommendation #4, be brought up at the President's Conference to look at what local equity committees are doing. This year's committee also recommends that the NSTU continues to sponsor events like the African Heritage Month Gala and look at other similar opportunities in the community.

Council Resolutions Reviewed:

2024-43
2024-49
2024-50
2024-51
2024-52
2024-53
2024-54
2024-55
2024-77
2024 -78
2024-82

Goals or Plans for Next Year:

- Continue sponsoring events like the African Heritage Month Gala and explore other community opportunities. Including at the local level.
- Invite Angela Murray to discuss NSTU's community support for the 2024/2025 year.
- Continuing to bring to life the recommendations from the Ad Hoc report on the Inclusion of Equity-Seeking Members, focusing on increasing representation at community events that align with the Equity framework.
- Constructing a resolution involves considering adding BIPOC seats at the PE table.
- Continue with requesting PE purchase and distribute EDI shirts and other equity merchandise.

Budget:

Year to date: \$3,295
Annual budget: \$5,100

Respectfully submitted by Laura Fryday (Chair)

