

NSTU Equity Committee

Year End Report

2024-2025

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

Crystal Randell (Chair), Jacqueline Durnford, Sandy Veinot, Quinn Kloppenburg, Nadia Lamrani-Darwish, Holly Schaller, Myla Borden (Executive Member) and Wendie Wilson (Staff Liaison)

Meeting Dates

November 15th, 2024 (in person)

February 21st, 2025 (virtual)

April 11th, 2025 (in person)

Summary of Activities

- Biennial Equity Conference April 11th & 12th 2025 (Barrington Hotel) - The theme for the Equity Conference was Intersectionality. The conference started on Friday evening with a dinner and an interactive table talks session (What Make You Feel Comfortable) to set the pace and give participants a chance to connect and set the norms for the conference. Sessions led by Wendie Wilson (Our Story & Intersectionality) and Kate Cole ("A Queer's Query").took place on Saturday morning. The last session on Saturday was designed for delegates to practice the theme of intersectionality by participating in a session entitled - Intersection Inventory: A chance to tell your story. The conference closed with a give-away of equity related resources and the opportunity for delegates to give feedback via a QR code. The overall feedback was excellent and will help inform future conferences.
- The Equity Committee discussed the creation of equity swag and as a result, new equity hoodies were designed using the existing equity logo placed on a neutral-coloured background. The hoodies were worn by the Equity Committee for the Equity Conference and subsequently orders were taken at Annual Council for the hoodies and distributed to members in June. The goal is to move forward with providing more products with the NSTU's equity logo. A lanyard was designed and distributed last year featuring the logo and a new order was placed this year.
- The NSTU was a bronze sponsor for the 2025 African Heritage Month Gala that took place in February. The NSTU joined over 1200 individuals at the community event. Angela Murray was invited to speak to the committee about other opportunities to engage in community-based events to network and heighten the profile of the NSTU and the social justice work being done.

Council Resolutions Reviewed

2025-55 (Pre-C)

2025-56 (Pre-C)

2025-58 (Pre-C)

Goal or Plans or Next Year

- Continuing to bring to life the recommendations from the Ad Hoc Report on the Inclusion of “Equity-Seeking” Members, with a focus on increasing representation at community events by continuing to sponsor events like the African Heritage Month Gala and other community-based opportunities.
- Provide PE with the benefits of producing and distributing EDI clothing and other equity merchandise
- Create an Equity Framework that can be used throughout the organization and at the Local level

Budget

Year to date: \$1,821.22

Annual budget: \$5,100

Respectfully submitted by Wendie Wilson (Staff Liaison)