

**NSTU Provincial Equity Committee**  
**Year-end Committee Report 2015-2016**

**Committee Members:**

Donna Lee Parker-Chair, Cape Breton District Local  
Katrina Slaney, Shelburne Local  
Nigel Tinker, Annapolis Local  
Cyril MacGillivray, Antigonish Local  
Jill Burton, Inverness Local  
Wayne Lincoln, Halifax Local  
Ben Sichel, Provincial Executive Member  
Adela Njie, NSTU 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 30<sup>th</sup>  
February 26<sup>th</sup>  
May 6<sup>th</sup>

**Budget:**

The budget for the committee was \$5,580. The actual expenses for the committee to conduct business was \$4,768.79.

**Committee Activities and Recommendations:**

1. The committee reviewed Professional Development NSTU policy and made recommendations.
2. Committee discussed Resolution (2016-52) re use of gender neutral language on correspondence and publications from the Department of Education and Early Childhood Development.
3. The committee received a presentation on the Restorative Approach by Richard Derible and Amy Hunt Boudreau.
4. The committee also received a presentation by Gerald Gloade on Mi'kmaq Teaching guide for grades P to 9.
5. The committee also received a presentation from Daniel Blinn, a HRSB teacher involved with the Metro GSA. He voiced concerns that the group had about teachers feeling safe

in the workplace. The committee also recommend to the Provincial Executive a resolution for a standard province wide policy protecting LGBT+ teachers.

6. The committee discussed various concerns in regard to representation on the Equity Committee. Such as always having one French speaking member, an LGBT+ member, an African Nova Scotia member etc. The Committee also discussed the other challenges such as exclusion of other when we move away from current participation by Locals.
7. The last Equity Conference was in October 2014 at the NSTU with a focus on gender identity and gender expression. A date was set for the next Equity Conference. It is scheduled for October 14, 2016. The format is to remain the same. A Friday Keynote/panel discussion and Social and possibly three (3) Saturday (October 15, 2016) sessions, tentatively from 9:00 am to 12:30 pm. The theme of the conference is "Valuing Diversity from the Ground Up: A Collaborative and Restorative Approach". Possible speakers are David Paré, Joanne Tompkins, Michael Unger. Tina Roberts Jeffers, an African Canadian parent is a possible speaker for a Saturday session. We felt that we should hear students' and parents' voices.

Respectfully submitted,  
Donna-Lee Parker, Chair