

NSTU Provincial Equity Committee
Year-End Committee Report 2018-2019

Committee Members

Shannon Roy (Chair), Angela Blenkhorn, Kathy Evans, Mary MacPherson, Rachel Creasor, Dawn White, Drew Moore.

Committee Mandate:

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

Meeting Dates

Nov 23, February 8, April 26

Budget

The budget for the committee was \$5,490. The actual cost for the committee's business was \$6,585.

Committee Activities and Recommendations

1. NSTU Policy Review

Update on Article 19

Article 19 on Gender identity, gender expression, and sexual orientation discrimination went to the Provincial Executive in January.

2. Update on LGBTQ policy for transgender teachers and presentation from Seth Wahlin Stern

Update on Transgender Policy,

Seth came in to share the following information. Currently, teachers from P-1 have information on curriculum to teach about transgender. Seth also reiterated the importance of educating staff to make it safe by reducing anxiety at elementary level to talk about LGBTQ issues for students by learning how to answer questions, the use of gender neutral pronouns 'They'. How to apply Queer Lens, Confidentiality, and creating a FAQ on Inclusive Language

Seth also shared resources/ programs to support Trans Youth such as GLSEN, Youth Project
Word Press etc.

Concerns were also raised on the unavailability of GSA's during Work to Rule. As some of these students are at risk, it is important that non-NSTU members are part of GSA.

To build capacity work has to be done in a variety of areas.

- Information from PD sessions should be shared with staff
- Staff education on transgender matters has to be improved, for pre-service as well as other specialist such as Health teachers. Opportunities can be created so colleagues can learn about LGBTQ teachers, Youth project, GSA etc. HRCE has optional learning session and Sue Mackay also has information on this.
- Information should be shared on how to link schools with Community Resources and provide Info and support for transgender youth for healthy living
- At the Junior High Level, work needs to be done on addressing the culture of fear that is created

3. Equity Liaison

Each of the committee members were assigned a certain number of Local Equity Liaisons for communication purposes. Committee members gave them each a liaison booklet and met individually with them during the conference.

4. "Equity a Class Action" Conference

Equity Conference 2019- Supporting all Students: A CLASS ACTION!
Friday Night: Keynote on Ableism by Dr. Cynthia Bruce
Sessions on Saturday:
Culturally Responsive Teaching
Supporting LGBTQ Students
Supporting Immigrants and Newcomer Students -ISANS

5. Annual Council

Rachel Creasor attended council as a delegate.
A Safe Space was created through a recommendation from the equity committee.

The Committee has suggested Rachel Creasor as chair of the Equity Committee for 2019-2020.

It has been a truly rewarding experience being a member and the chair of the Equity Committee. I would like to take this opportunity to thank the NSTU for giving me this wonderful opportunity.

Respectfully Submitted,
Shannon Roy