



**Education &
Outreach Report
Human Rights & Equity Services
May 1, 2016 - April 30, 2017**



CARING

is not self

it is self-pres

AND THAT IS
ACT OF POLITICAL W

Audre Lorde

random house

FOR MYSELF

Indulgence

eraction

AN

ARFARE



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Programming

The Education Advisor, along with Student Peer Educators and a team of trained facilitators from other departments at Dalhousie, delivered a number of educational workshops for the campus community, including: Elephant in the Room levels 1, 2, 3; Bringing in the Bystander; Ally is Not a Noun; Embracing an Inclusive Workplace; Drunken Love; Cultural Competency in the Workplace; But What do I Say: Strategies for Speaking Up; and other tailored workshops stemming from incidents and/or team dynamics. In this reporting cycle, May 1, 2016 to April 30, 2017, over **100 workshops** were delivered to over **2,400+ participants** (students, staff and faculty). **35 academic and administrative** units were engaged in these educational workshops

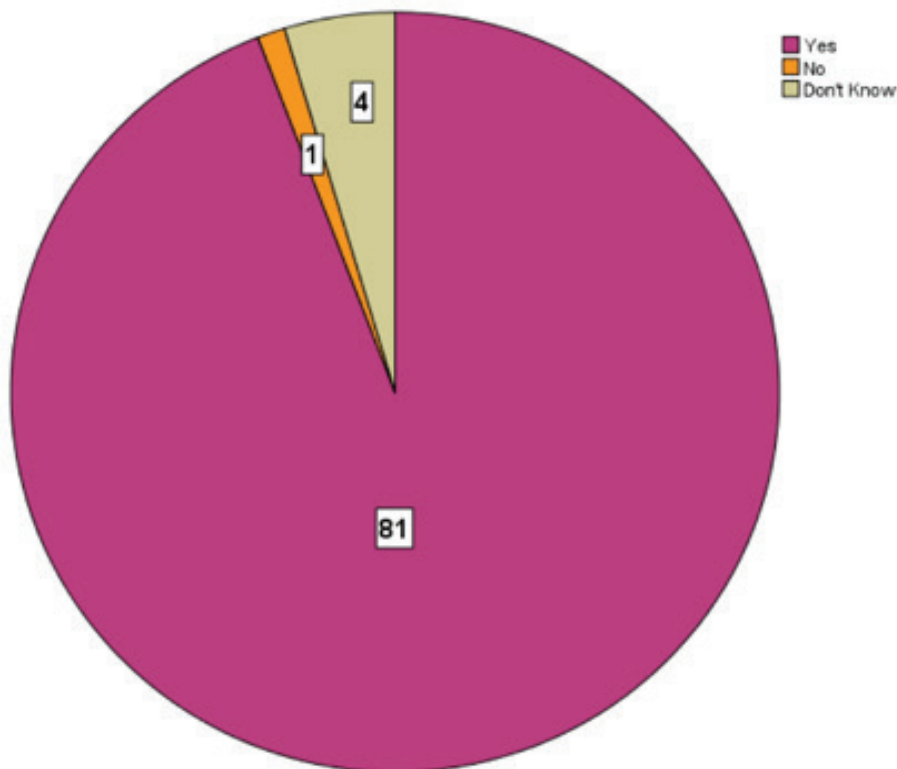


Ally is Not a Noun

Ally is Not a Noun is an engaging 90-minute workshop, designed and facilitated by HRES, which uses videos & scenarios, along with other resources, to support individuals in gaining practical skills which will move them from general awareness of Allyship towards active Allyship. This is the first year HRES has delivered this specific program. In total 3 workshops were facilitated to **95 students**.

Participant feedback

"As a result of this session, I am willing to commit to continually engaging in critical self-reflection and in conversations surrounding diversity and inclusion."



Student Comments

"I appreciated the knowledge the presenters had and how they were all to help me critically think about what being an ally is."

"It was eye opening and cool way to see allyship."

"Prior to the workshop, I felt ignorant with my vocab. This workshop made me more aware of my surrounding."

"It is important to be aware of allyship skills and continue to practice."

Bringing in the Bystander

This prevention program emphasizes a bystander intervention approach and assumes that everyone has a role to play in ending gender-based violence. In addition to the prevention goal, the program has a research component which seeks to measure the effectiveness of the prevention program with different constituencies. Participation in this program and research project represents a unique opportunity for members of the Dalhousie community to take on a leadership role in educating themselves on how to stop gender-based violence on Dalhousie campuses.

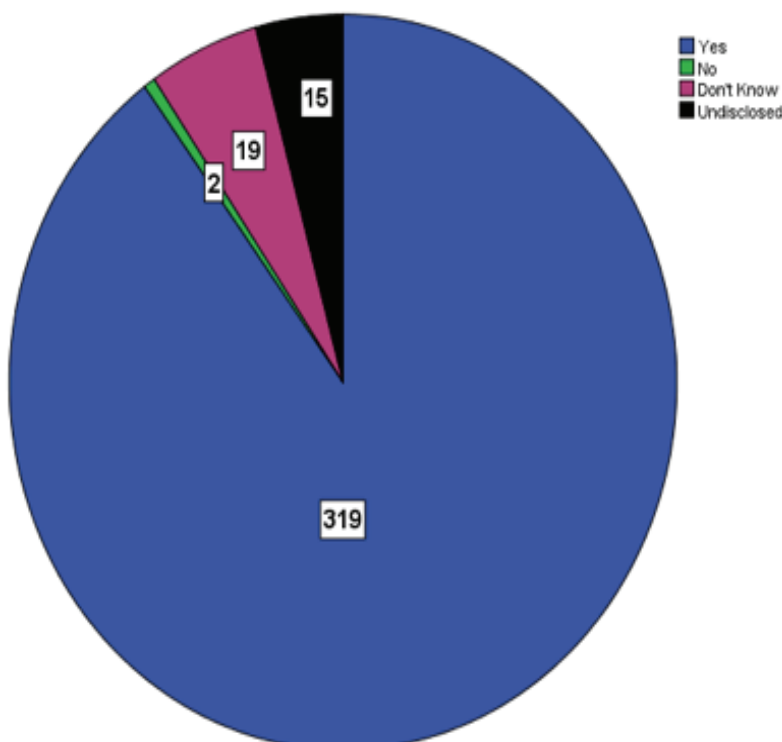
The program aims to:

- IDENTIFY behaviors on a continuum of violence
- DEVELOP empathy for those who have experienced violence
- PRACTICE safe and appropriate intervention skills
- COMMIT to intervene before, during and after an incident of sexual and/or relationship violence and/or stalking occurs

This year **425** students and staff received Bringing in the Bystander training.

Participant feedback

"As a result of this session, I am willing to commit to intervening in the case of sexual violence before, during, and after an incident."



Student Comments

"I like the transparency and that the subject matter was so relevant to student culture."

"I appreciated the comprehensive scope of the presentation as well as the practical tips to be more than a bystander."

"The facilitators gave examples of when and how to intervene which increased confidence levels of my ability to intervene."

The Elephant in the Room

In its second year of programming The Elephant in the Room is by far the most requested Human Rights & Equity Services workshop. In total the workshop was delivered to **1,791 students, staff and faculty** in **30 departments and units** on both the Truro and Halifax campuses.

This diversity and inclusion conversation series aims to provide an opportunity for students, staff and faculty to engage each other on topics of great interest to them. The goal of the conversations is to provide members of the Dalhousie community with an opportunity to explore issues of diversity and inclusion as it relates to local, regional, national, and the global regions that make up our student community.

The Conversation Series is an inclusive space for students, staff, and faculty to share insights, ask questions, and hear both different and similar perspectives on difficult, often uncomfortable conversations about diversity and inclusion.

Participant reflection on The Elephant in the Room

"This session encouraged me to reach out to the Human Rights and Equity Services to further engage and participate in conversations surrounding diversity and inclusion."

"This series has been a HUGE changing point for me and my self-learning journey into diversity exclusion, allyship, etc."

"It is very important to be inclusive and accepting of the diverse range of people the Resident Assistant role will present, this presentation helped with that."

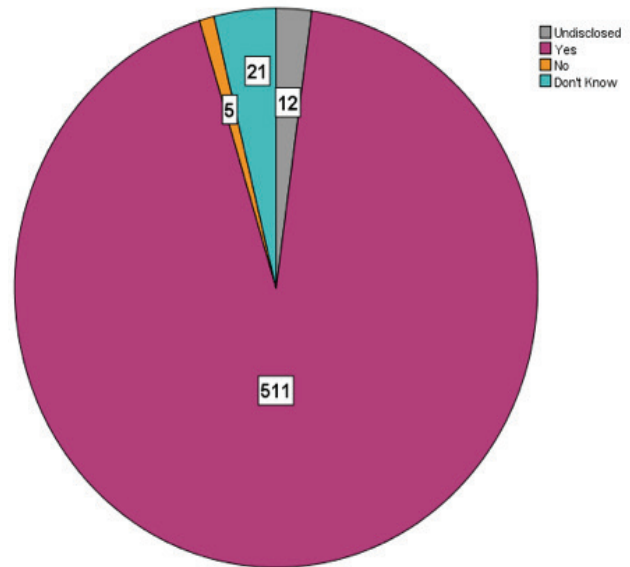
"I've been to a lot of diversity training and this was the first one in a while that challenged me, and went beyond what I feel I've heard a thousand times."



Diversity and Inclusion Conversation

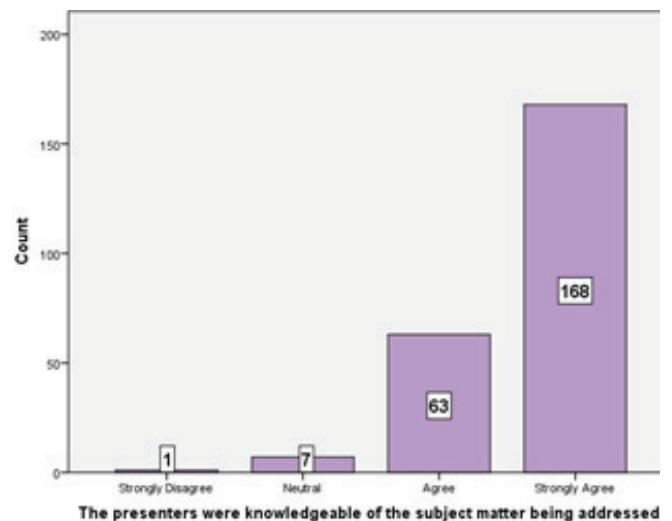
Level 1 feedback

"As a result of this session, I am willing to commit to continually engaging in critical self-reflection and in conversation surrounding diversity and inclusion."



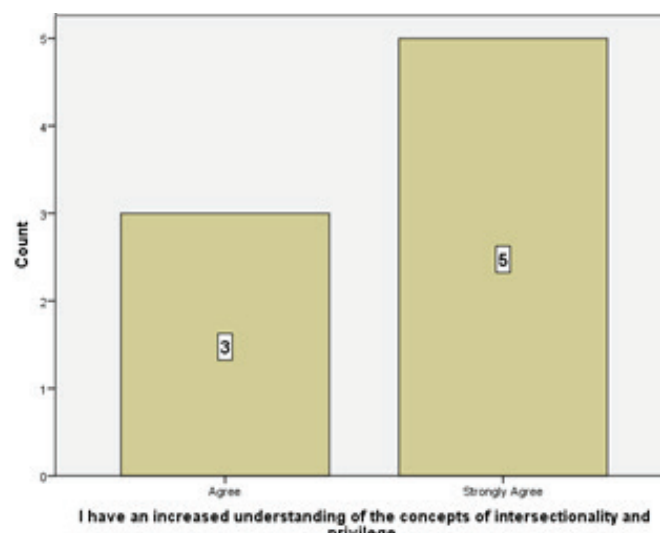
Level 2 feedback

"The presenters were knowledgeable of the subject matter being addressed."



Level 3 feedback

"I have an increased understanding of the concepts of intersectionality and privilege."



The Blanket Exercise



The KAIROS Blanket exercise is a teaching tool that uses participatory popular education to raise awareness of the nation-to-nation relationship between Indigenous and non-Indigenous peoples in Canada. It teaches a history of Canada that most people never learn. Since its creation in 1997, it has been done hundreds of times with thousands of people of all ages and from all backgrounds, by a wide variety of groups that include Indigenous and non-Indigenous people. It is a way to open, or continue, the conversation about decolonization. The exercise is designed to deepen understanding of the denial of Indigenous peoples' nationhood throughout Canadian history. It explores the major themes and recommendations of the Royal Commission on Aboriginal Peoples (RCAP), examines how federal policies and programs impact the lives of Indigenous peoples in Canada, and identifies what Indigenous peoples and their allies are doing to bring about positive change.

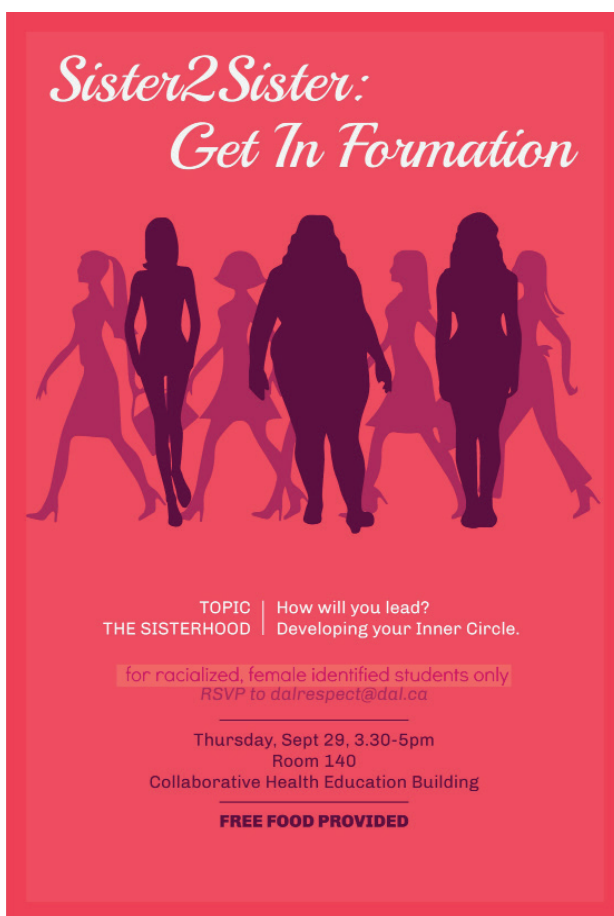
HRES staff and Peer Educators partnered with the Dalhousie Elders in Residence Program and Canadian Roots Exchange to offer **2 opportunities for students, staff and faculty** to experience the Blanket Exercise. In total close to **100 individuals participated**.

Sister2Sister


For the second year, Human Rights & Equity Services worked with others to provide programming specifically designed for racialized, female identified women on campus. The objectives for the Sister2Sister program are:

- Provide racialized, female identified students of Dalhousie the opportunity to enhance their leadership skills
- Contribute to the commitment of Dalhousie to creating a culturally safe space for racialized, female students of Dalhousie
- Supporting sisters in the struggle via “Sister Speak”
- Supporting and empowering women of color on campus
- Developing and sharing resources and tools for racialized students

3 events were held, with approximately **40 students** in attendance.



*Sister2Sister:
Get In Formation*

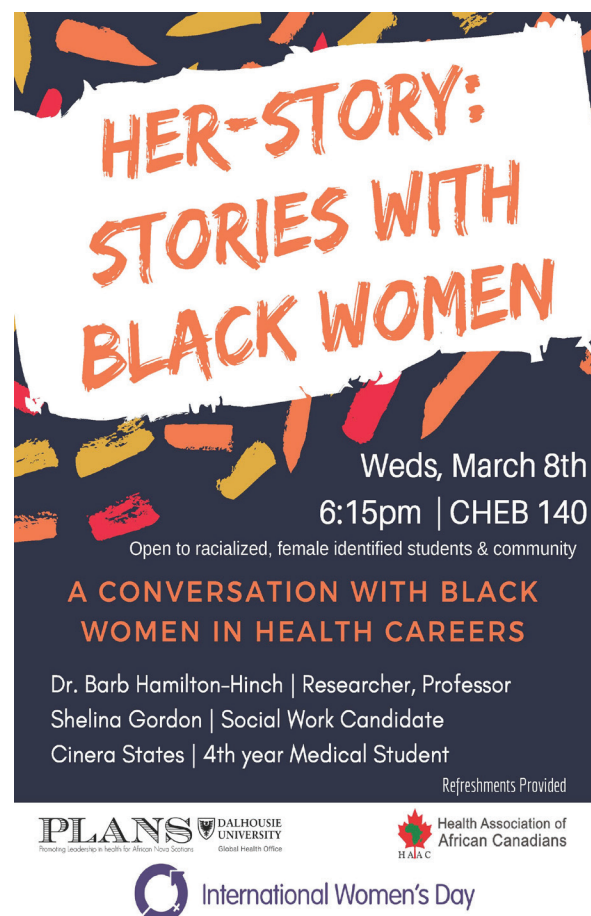


TOPIC | How will you lead?
THE SISTERHOOD | Developing your Inner Circle.

for racialized, female identified students only
RSVP to dalrespect@dal.ca

Thursday, Sept 29, 3.30-5pm
Room 140
Collaborative Health Education Building

FREE FOOD PROVIDED



**HER-STORY:
STORIES WITH
BLACK WOMEN**



Weds, March 8th
6:15pm | CHEB 140

Open to racialized, female identified students & community

**A CONVERSATION WITH BLACK
WOMEN IN HEALTH CAREERS**

Dr. Barb Hamilton-Hinch | Researcher, Professor
Shelina Gordon | Social Work Candidate
Cinera States | 4th year Medical Student

Refreshments Provided

 International Women's Day

Campaigns



Dalhousie Pride Week



The Halifax Pride Parade, the biggest event of the Pride Festival, took place Saturday, July 23, 2016 with an estimated 120,000 people in attendance. Dalhousie encourages everyone to show their support for our diverse campus community and to participate in the pride parade.

In addition to raising the Pride flag on both Studley and the Agricultural campus, Dalhousie was excited to participate in both the Halifax and Truro Pride parades! As well, the Dal community came together to celebrate its first Dalhousie Pride Week with a series of events and community activities designed to spark discussion and reinforce the importance of building welcoming, safe and inclusive communities.



Respect Week: Pride, Safety, Inclusion



SPREAD
THE WORD!



Respect Week is a campus-wide initiative to build on the university's annual Pink Day. Throughout the week (September 26-30, 2016), a series of events were held on campus, providing an opportunity for the community to discuss how to further develop a respectful campus environment and reduce harassment, intimidation and bullying.

Dalhousie is a community where everyone has a shared responsibility for establishing and maintaining a culture of respect. With this year's theme of 'Pride. Safety. Inclusion.', it was our hope the Dalhousie community would be inspired to think critically and act with intent to create a safe, inclusive environment that we can all be proud of.

In addition to cake being handed out by volunteers across all 4 campuses, there was a total of **22 events**, organized and hosted by **22 campus and community partners**.

16 Days of Activism Against Gender Based Violence

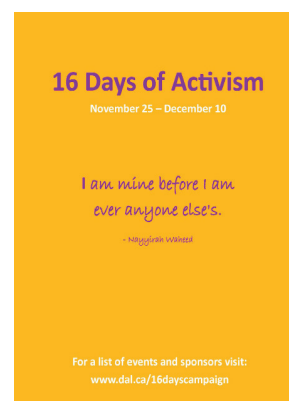
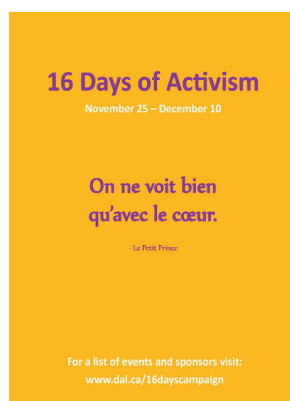
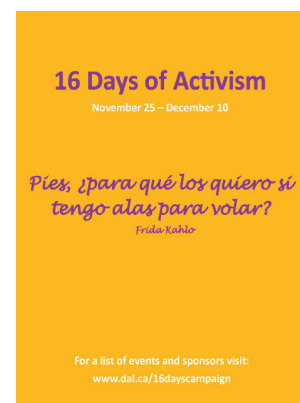
I am mine before I am anyone else's
~nayyirah waheed

For the second year Human Rights & Equity Services collaborated with various faculties, organizations, services, departments, centres, offices, and programs on campus and in the surrounding Halifax and Truro communities to host and deliver a series of events, campaigns, and activities, committed to profiling, addressing and eradicating all forms of sex- and gender-based violence.

The campaign took place during the 16-day period between November 25 (International Day for the Elimination of Violence Against Women) through to December 10 (International Human Rights Day). **19 events** were held by **22 university and community partners**.

Translations

We were pleased to be able to translate the promotional material in 4 additional languages: Arabic, French, Mandarin and Spanish.



International Women's Week

Redefining Ourselves: Equality, Resistance and Resilience

'The idea for an International Women's Day arose around the turn of the 20th century out of a long-standing movement for women to participate equally in society. The first International Women's Day was observed on March 19, 1911 in Austria, Denmark, Germany and Switzerland. That day, more than one million women and men showed their support by participating in public events. Between 1913 and 1917, women elsewhere in Europe began to celebrate the day as well.'^{*}

Over time, International Women's Day has grown to become a global day of recognition and celebration. The theme was expanded by the United Nations in 1975 with the International Women's Year. By 1977, the United Nations had adopted a resolution designating March 8 as International Women's Day.

This year at Dalhousie University, student leaders, staff and faculty hosted a number of events, both on campus and off, to celebrate International Women's Week. **11 events** were held by **19 partners**.

MARCH 6 - 10 2017

International WOMEN'S WEEK 2017

For information on events hosted by student groups, faculty, staff and more, go to: dal.ca/iww

Events from:
Dalhousie Student Union
South House
Dalhousie Feminist Legal Association
Dalhousie Oxfam Society
OUI Law
Human Rights & Equity Services
Dalhousie Law Department
Dal After Dark
Office of the President
Global Health Office
And many more!

International Women's Week is a global time of recognition and celebration of women everywhere. At Dalhousie IWW aims to include (but is not limited to) trans women, Two Spirit folks, non-binary femmes, femmes of all genders, cis women, and non-dudes.

DALHOUSIE UNIVERSITY 1818 2018

HER-STORY: STORIES WITH BLACK WOMEN

Weds, March 8th
6:15pm | CHEB 140

Open to racialized, female identified students & community

A CONVERSATION WITH BLACK WOMEN IN HEALTH CAREERS

Dr. Barb Hamilton-Hinch | Researcher, Professor
Shelina Gordon | Social Work Candidate
Cinera States | 4th year Medical Student

Refreshments Provided.

PLANS Dalhousie University Health Association
Health Association of African Canadians

International Women's Day

COX & PALMER presents.

In association with Dalhousie Human Rights & Equity Services and Schulich School of Law

FILM SCREENING

THE ABOMINABLE CRIME

THE YODONWIRCE QING

ALL DOCUMENTARY FILM AWARDS

PANEL DISCUSSION

QUEER AS A CRIME: International Legal Perspectives

Maurice Tomlinson
Lezlie Lee Kam

Joined by local panelist Raven Davis

WED, MARCH 8 | 7 - 10 PM | FREE
Room 105, Weldon Law Building, Dalhousie University

COUPE IWW THE CANADIAN BAR ASSOCIATION ASSOCIATION DU BARreau CANADIEN COX & PALMER



In conversation with
SENATOR WANDA THOMAS BERNARD

Friday, March 10th, 2017
12 pm – 1 pm
Dalhousie Student Union Building
Council Chambers, 2nd Floor

All are welcome to attend – light reception to follow.

DAL.CA/IWW

DALHOUSIE UNIVERSITY | Office of the President

The Elephant in the Room: Social Marketing Campaign

The Elephant in the Room is a social marketing campaign that aims to raise consciousness in students, staff and faculty about the different forms of privilege and social inequalities present in our society.

Through these carefully crafted posters, that were adapted from the University of San Francisco's' Check Your Privilege campaign, we seek to raise awareness and begin conversations around often uncomfortable and complex topics such as privilege, regardless of where individuals are situated in their critical reflections on these topics. We acknowledge that not all privileges or oppressions are represented in this campaign. The concept of privilege is complex and we understand that our posters cannot capture the entirety of this concept. However, we hope that these posters provide an opportunity and a platform for the Dalhousie community to begin engaging in meaningful discussions around social inequality and privilege.

Campaign Posters

THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If you can walk down the street holding your partner's hand without fear of ridicule or violence, you have heterosexual privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN

*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

Oppression: the exercise of authority or power that causes harm to a marginalized group.

Check Your Privilege is a project of the Center for Diversity and Inclusion at Dalhousie University.

THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If you tell people you are Canadian, they believe you, with no further questions asked, you have white privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN


*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

Oppression: the exercise of authority or power that causes harm to a marginalized group.

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THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If you are reasonably sure you would be hired based on your ability and qualifications, you have white male privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN

*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

Oppression: the exercise of authority or power that causes harm to a marginalized group.

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THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If you do not need to work while in school, you have class privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN


*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

Oppression: the exercise of authority or power that causes harm to a marginalized group.

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THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If you can worship freely, without fear of violence or threats, you have Christian privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN

*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

Oppression: the exercise of authority or power that causes harm to a marginalized group.

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THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If you are able to move through the world without worrying about barriers to your mobility, you have able-bodied privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN

*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

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THE ELEPHANT IN THE ROOM
Diversity and Inclusion Conversation Series



If your gender is an option on a form, you have cisgender privilege.

CHECK YOUR PRIVILEGE:

WHITE CISGENDER* CLASS HETEROSEXUAL
 MALE ABLE-BODIED CHRISTIAN

*Consider a description for a person other than gender-specific under oppression and to denote sex or gender.

Privilege: unearned access to social power based on membership in a dominant social group.

Oppression: the exercise of authority or power that causes harm to a marginalized group.

Check Your Privilege is a project of the Center for Diversity and Inclusion at Dalhousie University.

Partners & Collaborators

- Atlantic Council for International Cooperation
- Canadian Roots Exchange
- Romeo Dallaire Child Soldiers Initiative
- Cinema Politica
- Cox and Palmer
- Dal After Dark
- Dalhousie Aboriginal Student Advising Centre
- Dalhousie Advising and Access Service Centre
- Dalhousie Agricultural Student's Association
- Dalhousie African Students Association
- Dalhousie Art Gallery
- Dalhousie Arts & Social Sciences Society
- Dalhousie Black Student Advising Centre
- Dalhousie Centre for Learning and Teaching
- Dalhousie Creative Writing Program
- Dalhousie Department of English
- Dalhousie Department of Gender and Women's Studies
- Dalhousie Elders in Residence Program
- Dalhousie Facilities Management
- Dalhousie Feminist Legal Association
- Dalhousie Fountain School of Performing Arts
- Dalhousie Gender and Women's Studies Society
- Dalhousie Human Resources
- Dalhousie IDEAS
- Dalhousie IDS Department
- Dalhousie International Centre (Halifax)
- Dalhousie Multifaith Centre
- Dalhousie Office of the President
- Dalhousie Oxfam Society
- Dalhousie Residence Life
- Dalhousie Science Society
- Dalhousie Student Advocacy Service
- Dalhousie Student Union
- Dalhousie Student Union Equity and Accessibility Office
- Dalhousie Student Health Promotions
- Dalhousie Student Services (Halifax)
- Dalhousie Student Success (Agricultural Campus)
- Dalhousie School of Health and Human Performance
- Dalhousie School of Social Work
- Dalhousie Security Services
- Dalhousie Women in Engineering
- Dalhousie Women in Leadership
- DalOUT
- Dalhousie Gender and Health Promotion Studies Unit
- Health Association of African Canadians
- James Robinson Johnston Chair in Black Canadian Studies
- Loaded Ladle
- Mi'kmaw Native Friendship Centre
- Nova Scotia Public Interest Research Group
- OUTLaw
- Promoting Leadership in Health for African Nova Scotians (PLANS)
- Radical Imagination Project
- Rebecca Thomas, Halifax's Poet Laureate
- South House Sexual and Gender Resource Centre
- The International Office (Truro)
- University of King's College

DaISAFE



DaISAFE is a mobile app providing quick and easy access to Security Services, Tiger Patrol, interactive maps, campus notices, parking info, and many other resources to enhance personal safety.

Human Rights & Equity Services
www.dal.ca/hres