

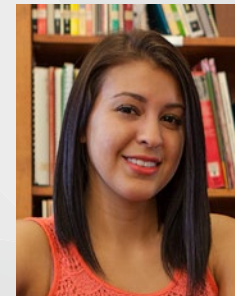
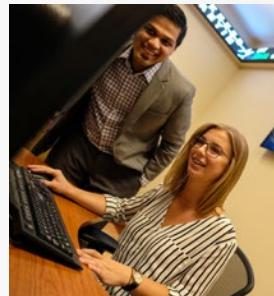
ST. FRANCIS XAVIER  
UNIVERSITY

# PACAR ANTI-RACISM ACTION PLAN

As an educational institution, we work proactively to embed practices related to equity, anti-racism, and accessibility in all aspects of our university culture, curriculum, and experience. We will cultivate a sense of belonging that supports the dignity, safety, and well-being of all faculty, staff and students from historically and currently marginalized and excluded groups (StFX University Strategic Plan 2023-2028).

The President's Action Committee on Anti-Racism (PACAR) began its work in May of 2021 to advise on action-oriented measures to address anti-Indigenous and anti-Black racism on campus. Together we have learned and reflected deeply on unjust treatment of Indigenous, Black, and racialized communities and crafted 43 recommendations to move our university forward.

**READ THE FULL REPORT [STFX.CA/STRATEGICINITIATIVES](https://stfx.ca/strategicinitiatives)**



## YOU WILL MAKE ALL THE DIFFERENCE

Striving for anti-racism and equity at StFX is both a need and an opportunity we all share. The work demands our collective responsibility to achieve a sense of safety, well-being, and belonging for all members of the StFX community. As a member of the StFX community, choose to engage with purpose everyday by:

- Reading and acting on the PACAR Anti-Racism Action Plan, including the recommendations that will guide us towards achieving our collective goals.
- Learning about the history and dynamics of racism, reconciliation, accessibility, and equity.
- Recognizing how the complex and interconnected dimensions of identity create varying and complex experiences of bias.
- Disrupting racist comments and behaviour: when you see something - say something.
- Fostering a safe environment where conversations about anti-racism and equity are supported and encouraged throughout our community.

Building Our University the Way it is Meant to Be

[stfx.ca/StrategicInitiatives](https://stfx.ca/StrategicInitiatives)

# SUMMARY OF OUR COLLECTIVE GOALS



## Environment to Support Inclusive Teaching, Learning & Research

- Expand and diversify supportive teaching, learning, and research practices.
- Apply a lens of cultural proficiency and universal design for learning in reviewing teaching, learning and assessment practices, learning materials, and resources.
- Recognize and address systemic barriers at the University which disadvantage Mi'kmaw, Indigenous, Black students, and students from historically and currently marginalized and excluded groups, particularly those related to academic support.
- Strengthen efforts related to anti-racism and equity within and across the StFX academic research environment, with a focus on advancing Mi'kmaw, Indigenous and Black research and scholarship.



## Working and Organization Environment

- Increase the representation of Mi'kmaw, Indigenous, Black and other historically and currently marginalized and excluded communities at all levels of the institution, including decision-making and management bodies.
- Empower students, faculty, and staff to participate in processes and opportunities which support anti-racist culture change and support their own development.
- Provide all students, faculty, and staff with the knowledge, skills, and resources to productively respond to incidents of racism. Assess the impact of these resources, tools, and training opportunities.



## Living and Social Environment - Support Networks of Well-being

- Increase Mi'kmaw, Indigenous and Black representation in leadership, gaps in inclusion, and validation of Mi'kmaw, Indigenous, and Black perspectives.
- Address the intentional and unintentional ways in which University communications at all levels contribute to the climate and culture of StFX.
- Increase visible diversity and access to culturally relevant supports for students, faculty, and staff.
- Collect and use data to inform thinking, measure impact, and identify strategies to ensure that we are effectively serving students, faculty, and staff from historically and currently marginalized and excluded groups.



## Community Environment

- Create a diverse and welcoming environment in which Mi'kmaw, Indigenous, Black and other historically and currently marginalized and excluded students, faculty, and staff are actively engaged as integral contributors to the community.
- Increase recognition of cultural practices, inclusion, and celebration with a special emphasis on practices of Mi'kmaw, Indigenous, and Black students, faculty, and staff at ceremonies, gatherings, and in the classroom.
- Increase understanding and awareness of the University's relationship to the Land upon which it is situated.