



ST. FRANCIS XAVIER
UNIVERSITY

Athletic Equity & Safe Sport Advisory Committee Update

September 2024

Dear members of the StFX community,

The Athlete Equity & Safe Sport Project seeks to promote continuous improvement within StFX Athletics, ensuring equity, safety, and inclusion. As Co-Chairs of the Athletic Equity & Safe Sport Advisory Committee, we wish to provide the campus community with an update on the work that has been completed to date.

Advisory Committee

These are the members of the campus community who are serving on the committee:

- Dr. Charlene Weaving (Professor, Human Kinetics)
- Greg Hadley (Assistant Professor, Education)
- Gary Waterman (Head Coach, X-Men Football)
- Matt Spencer (Head Coach, X-Women Basketball)
- Gatluak James (Student-Athlete, X-Men Basketball)
- Akwaima Akpan (Student-Athlete, X-Women Rugby)
- Wendy Langley (Director of Development, Advancement)
- Leo MacPherson (Director, Athletics & Recreation)
- Krista McKenna (Manager, Varsity Athletics and Communications)
- Grace Bourret (Diversity, Outreach and Engagement Librarian)
- Megan Fogarty (Director, Human Rights and Equity)
- Michelle White (Project Manager and Athletic Fund Development Officer, Advancement)

We would like to highlight that the two student-athletes on the committee bring lived experience and our committee shares a deep commitment to consultation, ensuring that diverse voices help shape our path forward.

Action to Date

Since April, the full Advisory Committee has met four times to identify key priorities and two subcommittees have been formed to further the work. These subcommittees are in the process of gathering information on existing equity and safe sport practices within StFX Athletics, with a focus on areas where structural and cultural changes are needed.



- **Equitable Resourcing** chaired by Dr. Charlene Weaving. Working group membership includes: Monica Foster, Leo MacPherson, Gary Waterman, Wendy Langley and Akwaima Akpan. Two meetings since June.

Focusing on:

- (1) Hiring and recruitment practices (i.e. Head Women Coaches)
- (2) Resource Allocation
- (3) Scheduling and Facility Bookings
- (4) Promotional Materials
- (5) Hall of Fame

- **Safe Sport** chaired by Dr Greg Hadley. Working group membership includes: Elizabeth Yeo, Krista McKenna, Gatluak James and Matt Spencer. Three meetings since June.

Focusing on:

- 1) Document review (e.g., team data, existing athletics policies, wider university policies)
- 2) Landscape survey (connecting with other USport institutions)
- 3) Developing guidelines for student support staff (e.g., managers)

Upcoming work will include exploration and development of a reporting mechanism for student-athletes and advancing athletics-related recommendations from the Sexual Violence Report.

The committees will provide regular updates as their work progresses; regular reports will be shared to the campus community.

This initiative is a key part of StFX's broader equity and anti-racism strategies. For more information on the Athletic Equity and Safe Sport Advisory Committee, please visit the website: <https://www.stfx.ca/athletic-equity-safe-sport>.

Monica Foster, Vice President, Administration and Finance
Elizabeth Yeo, Vice President, Students

