

# Snapshots



ST. FRANCIS XAVIER  
UNIVERSITY

We've certainly met the unexpected over the past years. The long hours, uncertainty and ever-changing circumstances have tested us in so many ways, yet I continue to be moved by the energy, strength and enthusiasm of our amazing team. You continue to show up as dedicated and committed partners helping our students to move forward in their lives. Our department provides direct services and resources to help students thrive and succeed. We offer activities and services that support belonging and community.

As the fall semester ends and the winter term starts, rather than becoming discouraged by the ongoing pandemic, let's take this opportunity to focus on why we do the work we do and improving on the already excellent service we provide our students. We have a chance, every day, to help our Xaverians deepen their university experience and enhance their curricular and co-curricular learning.

It is a lot of work. You are valued and the work you do is appreciated.

I recognize this semester will present some additional—but familiar—challenges, with the new variant. I appreciate your diligence in following our campus safety protocols, and your ongoing dedication to keeping our campus healthy.

My hope is that this year we continue to grow as leaders and challenge ourselves to think differently and creatively about how we can best serve our students. We are building a strong foundation. Please enjoy our inaugural issue of Snapshots. We plan to share Snapshots at least once per term. We will invite you to share your snapshots for futures issues.

Here's to an amazing year ahead!

*Elizabeth*



**Riddle:**

*I am something people love or hate. I change peoples appearances and thoughts. If a person takes care of them self I will go up even higher. To some people I will fool them. To others I am a mystery. Some people might want to try and hide me but I will show. No matter how hard people try I will never go down. What am I?*

*Forward I am heavy, but backward I am not. What am I?*

*If you have me, you want to share me. If you share me, you haven't got me. What am I?*

## JUMBLE

Unscramble these Jumbles, one letter to each square, to form ordinary words.

HUSSI				
	○	○		

RYMER				
	○	○	○	

PSOOEP				
		○		

TRAGEH				
	○	○		



Arrange the circled letters to form the bonus answer, as suggested by the caption in the cartoon

--	--	--	--	--	--	--	--	--	--

# Student Return to Study 2021-22

## Orientation and Welcome

Orientation and Welcome is Co-Chaired by Jacqueline De Leebeeck, Director Student Life and Kyra Tessier, Student Union VP Activities and Events. Together, along with, Bob Hale, Ancillary Services, Vishalle Wells, Residence Program Lead, Student Union Manager, Sean Ryan, SU Vice President Academic, Meredith Cudmore-Keating, Orientation Co-Chairs, Tiffany Bondoc and Kacie Lafreniere, SU VP Residence, Sophia Fabiano, and Student employee, Siobhan Lacey. Again, this year, this team transformed the “regular” Welcome and Orientation into two weeks of active and engaging events that were compliant with current Phase 4 Covid protocols as outlined by Nova Scotia Public Health.

The start of the 2021-22 academic year brought change to the length of time in isolation as it was dependent on the student’s vaccine status. Students with two vaccines were not required to isolate, whereas those with zero doses were required to isolate from August 20th – September 3rd and those with one dose, isolated from August 27th – September 3rd.

18 students completed their isolation in residence. Students off campus were connected with a generous group of volunteer staff, faculty, community members and alumni who checked in with them and delivered groceries to them. On campus students were supported by their Residence Life and Housing staff teams.

Student Services Executive Assistant, Susan Grant, coordinated the Good Neighbors Off Campus House visits that saw over 280 off campus units receive a visit from a representative of the StFX Leadership team. Each house was provided a bag containing I ❤️ Being Xaverian posters and rack cards, a Safer Socializing rack card as well as a rapid test and hand sanitizer for each resident.

During the entire Fall Term of 2021, the Student Services team supported 413 symptomatic and positive students to isolate including on-campus meal delivery, health check in and supports, relocation to quarantine if applicable, and other needs. Grocery delivery also provided to off campus students by the Alumni Office and the Neighbors Helping Neighbors Program.



An image of a StFX's Orientation crew students being sprayed with water



An image of an I {heart} Being Xaverian poster

## Being Xaverian Strategy

Student Services built on the 20-21 Good Neighbors approach to student education and compliance for Covid protocols and expanded the approach to include the Student Community Code of Conduct, Harassment and Discrimination Policy, and the Sexual Violence Policy. The strategy called students to lean into the broader issues of StFX culture to address gender-based violence and consent, racism, and substance use. The Being Xaverian Strategy combines new programs delivered in person and through online modules, student outreach, services and an integrated “Being Xaverian” communications campaign developed in collaboration with Advancement, Marketing and Communications. Thank you to Susan Grant, Administrative Assistant for the coordination, project management and communication support, and to the Communications team under the leadership of Kyler Bell for the collaborative efforts to support this multi faceted project.

# Xaverian Community Foundations Modules

Student Services provided three online interactive modules in 2021-22 targeted primarily to introduce first year undergraduate students to key policies that set expectations and govern conduct, including the Student Community Code of Conduct, the Alcohol Policy, the Sexual Violence Policy, and the Harassment and Discrimination Policy. The modules are designed to help students understand why these policies are important and provide exercises and scenarios to deepen students' ability to comply with the polices and provide information on where to seek support when needed. All modules reference and link to the Student Community Code of Conduct.

The modules are entitled: Consent Education is Visible @X, You Belong @X, and Safer Socializing @X. Certificates of Completion are available upon the successful completion of assessment quizzes, and students are awarded a Xaverian Community Foundations Certificate upon successful completion of all three modules.

Consent is Visible@X was created by a provincial team of experts from NS universities and the NSCC, along with the Avalon Sexual Assault Center, the Antigonish Women's Resource Centre and Sexual Assault Services Association.

Special thanks to the provincial team which included Heather Blackburn, StFX Alum Clancy McDaniel, colleagues from AWRCASASA, Avalon, and other experts and our StFX team, Heather, Megan Fogarty, Vishalle Wells, Catherine Ashley, Larissa Strong, Marcus Wilmott and Sarah Elliot.

You Belong@X was created by an external consultant guided by a local team including Robert Upshaw, StFX Faculty of Education, and StFX Human Rights and Equity/Diversity Engagement staff, Megan Fogarty, Tara Reddick and Terena Francis. Special thanks to all.

Safer Socializing @X was developed by an external consultant and representatives from the local Post Secondary Education Prevention and Alcohol Harms Committee. Special thanks to our Residence Renewal Project Manager, Leigh Gillis, members of the local PEPHA team, including Jacqueline De Leebeeck and our capable Student Life summer student team members, Amy Graham and Nathan Penman.

All development teams included students and solicited extensive feedback from equity deserving groups and other experts during the content development.

The Student Success Centre will add an Academic Integrity @X module to the Certificate, effective for the incoming class of 2022 (piloted with voluntary participation in 2021-22 academic year), based upon the university's Academic Integrity Policy.

In October 2021, StFX's Senate passed the following motion " All current students in their first year of an undergraduate program at StFX will be required to complete the non-credit Xaverian Community Foundations Certificate prior to registration for courses in the 2022-23 academic year." They also passed the motion that " All new students entering an undergraduate degree program at StFX for the 2022-23 academic year will be required to complete the non-credit Xaverian Community Foundations Certificate prior to registration for courses in their second year."

As an incentive to complete the modules, for students starting in September 2021, there were weekly and monthly prize draws. There were various activities within residence to encourage students to complete the modules. To date 629 students have completed the Xaverian Community Foundations Program. All students have received emails letting them know which modules have not been completed.



# Xaverian Community Foundations Modules

Description of modules:

Consent Education is Visible @X is a 60-minute, self-directed Moodle course that:

- Introduces students to the Sexual Violence Policy (updated August, 2021).
- Introduces the ways students contribute to a safe, equitable, and respectful environment.
- Identifies how to practice respect and safety in our interactions with others.
- Introduces the issue of sexualized violence, coercion, and consent in sexual relationships.
- Explains where to go for more information, including links to specific supports and services on and off campus that are foundational to this policy.

You Belong @X is a 60-minute, self-directed Moodle course that:

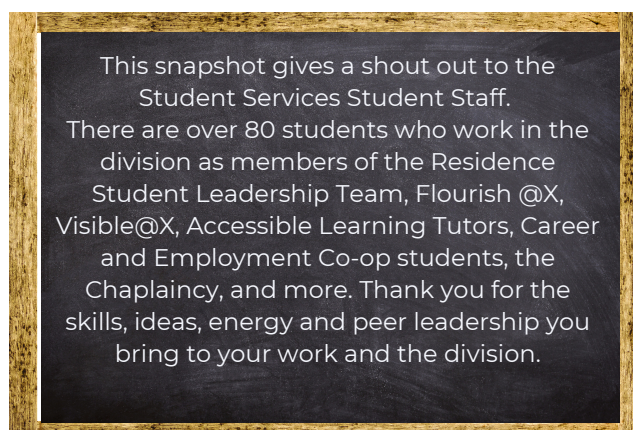
- Introduces students to the Harassment and Discrimination Policy (updated August, 2021).
- Helps students identify their personal social identities, and explains how identities impact our experiences in university.
- Describes how racism impacts people in Nova Scotia, Canada, and around the world by defining race, racism, and racialization, recognizing the role unconscious/ implicit bias plays in racism and how microaggressions relate to race.
- Teaches students to identify and practice awareness of racism when it is happening, as well as practice ways to address racism on campus.
- The module explains where to go for more information, link to specific supports and services on and off campus that are foundational to this policy.

Safer Socializing @X is a 30-minute, self-directed Moodle course that:

- Helps our Xaverian community redefine what it means to “party and/or socialize” during a pandemic and eventually in a post pandemic era.
- Explores the idea of community, community-mindedness, and individual responsibility for community well-being in a pandemic and eventually post pandemic era.
- Promotes techniques for safety, moderation, and harm reduction when drinking or using substances, and when planning and/or attending a social gathering.
- Explain where to go for more information, links to specific supports and services on and off campus that are foundational to this policy.

Academic Integrity @X is a 60-minute, self-directed Moodle course that:

- Introduces and explains concepts of academic integrity to students by explaining the most common forms of academic dishonesty (plagiarism, cheating, falsification, and tampering) and the processes by which the university addresses them.
- Makes direct reference to the university’s Academic Integrity Policy.
- Promotes comprehension of the personal and professional reasons for academic honesty.
- Uses scenarios and dramatizations to illustrate the situations and rationalizations that lead students into academic dishonesty, as well as the means of avoiding them.
- Requires students to demonstrate the capacity to identify correctly paraphrased and cited passages based on the principles of sound referencing.
- Directs students who feel they require additional support after completing the module to contact the Student Success Centre.



# Health, Counselling and Accessible Learning



An image of a hand holding up a large tree

This snapshot is to remind our team of the slate of eMental Health Resources Available for Students **HealthyMindsNS** (<https://healthymindsns.ca/>)

**Togetherall:** A safe and anonymous, online peer community for your mental health, freely available 24/7 to all youth and young adults aged 16+, and post-secondary students in Nova Scotia.

**TAO Self-Help:** An online mental health library with interactive evidence-based modules to help students understand and manage how they feel, think and act.

**Good2TalkNS:** A free, confidential post-secondary student helpline that provides professional counselling, information and referrals for mental health, addictions and well-being to students in Nova Scotia.

**Crisis Text Line:** A Canadian text-based volunteer-support service available 24/7/365.

Sincere appreciation to the entire Health and Counselling team for their ongoing and individualized work to support our students. Your work is confidential and "behind closed doors" but your impact is immeasurable

## Clockwork

The Tramble Centre for Accessible Learning implemented a new online platform to support administration of student scheduling and academic accommodations. Once Clockwork is fully functional it will provide excellent tools to help with smooth administration of student accommodations and test/exam scheduling.

New systems present new challenges and sincere appreciation is extended to the Accessible Learning Team for taking this on.

## EDGE Program

The Accessible Learning, Career and Employment Centers and VP Students Office secured two grants from Labour and Advanced Education (\$80,000 Phase 1 2020 – 2021 and \$163,000 Phase 2 for 2021- 22) to provide career and employment transition service for students with disabilities. For the Summer of 2021, fifteen students with disabilities secured full time funded EDGE Program jobs in Antigonish County, which was the maximum number of students allocated. Of the fifteen students, two were StFX Co-op students. Additionally, there were fourteen students who found employment with direct assistance from the EDGE program coordinator. Sincere appreciation to Margie MacKinnon and Jacqueline De Leebeeck, and Elizabeth Kell, Jane MacDonald and Heather Myers for their work to design and implement this project.



An image of students sitting around a table working on ideas

## Sexual Violence Prevention

StFX remains committed to creating a safe campus community for all students. Over the last few years, we have made significant advancements in our ability to respond to instances of sexualized violence using trauma-informed and person-centered processes. Our sexual violence policy, implemented in Feb. 2020 has improved our ability to increase safety for those impacted by sexual violence on campus and is being used as a template for progressive policy by other campuses in the province. We have increased the supports available to the campus community both in person and online through the Sexual Violence Prevention and Response Advocate and the Health and Counseling Centre.

Our residence life staff receive bystander intervention training, responding to disclosure training, and are provided with opportunities to role-play responses to disclosures prior to students' arrival. We continue to be responsive to the emerging needs of those supporting students impacted by sexualized violence.

We also continue to expand the reach of Visible@X, our sexual violence prevention education program. We lead the province in the implementation of the Waves of Change Bystander Intervention Program, with over 100 students having attended trainings already this year. Some of these groups include incoming varsity athletes, students living in residence, student staff in various positions, student leaders and club sports teams. We continue to expand this program including offering advanced bystander program to returning varsity athletes later this year.

Late September 2021 students living in residence participated in the first Xavierian Foundations training blitz where they received Waves of Change, Safer Socializing and Naloxone administration training. The online Module Consent is Visible@X, part of the online Xavierian Foundations Certificate program implemented this year has been completed by over 850 students to date.

The Office of the VP Students secured a second grant (\$67,000) to create a new provincial on-line module, Healthy Relationships@X. Healthy Relationships@X will be piloted at StFX in 2022 and supports students' ability to understand what constitutes healthy and unhealthy and/or abusive relationships, and clarify, identify and communicate boundaries.

Faculty and staff who wish to access either the Consent is Visible@X or Healthy Relationships@X online content or to discuss opportunities to connect key concepts to their curriculum may contact Heather Blackburn, Sexual Violence Prevention and Response Advocate.

A new program at X will have professional staff being trained in "Man-Made", a provincially funded program designed to support men as they explore the ways in which masculinity impacts their lives and the lives of others positively and negatively and we plan on delivering this program to students later this year.

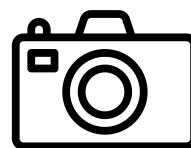
Health and Counselling, in partnership with the Students' Union have implemented REES. Rees stands for "Respect · Educate · Empower Survivors"; and is an anonymous 24-hour, seven-day-a-week online and sexual violence reporting and information platform.

Designed by a Canadian tech company called REES Technology Group Inc., the REES online platform works by allowing students and faculty to share their experiences with sexual violence via the website, where they can choose to disclose their information or remain anonymous. Once logged in with a username or email, users are presented with multiple-choice questions where they can choose to share as much or as little information as they feel comfortable. They will then be able to file an anonymous report, connect to resources on campus or even file a police report.

We have demonstrated through these, and many other investments that sexual violence prevention and trauma-informed responses are a priority for our campus and we will continue to work towards our vision of a campus community free of violence and discrimination.

---

The StFX Health and Counselling Centre was the site of an Upper Respiratory Infection (URI) clinic offered by Nova Scotia Health. Students and the general public presenting symptoms aligned with Covid 19, Mono, and Strep could be seen on campus and diverted from Emergency Services at St. Martha's. Special thanks to Margie, Dr. Alison McGlashan, Nurse Rose, Nurse Angela, Nurse Shauna and our colleagues at St. Martha's for the success of this pilot program.



A man is looking at a photograph of someone. His friend asks who it is. The man replies, "Brothers and sisters, I have none. But that man's father is my father's son." Who was in the photograph?

# Human Rights and Equity



*An image of a dark skinned hand and a white skinned hand both making the peace symbol with their fingers*

Diversity and Engagement Center assisted in the creation of one of the three modules that are the pillars of the Xaverian Community Foundations program. You Belong @X is a 60-minute self-directed Moodle resources intended to

- Identify personal social identities, state how identities impact our experiences in university, describe how racism impacts people in Nova Scotia and Canada
- Define race, racism, and racialization; Recognize the role unconscious/ implicit bias plays in racism; Identify microaggressions related to race
- Identify and practice being aware of when racism is happening; Practice ways to address racism on campus; Identify where to go for more information, supports, and services

## Black Student Advising

Black Student Advisor Tara Reddick along with Robert Wright and JJ Wilson promoted the new culturally relevant Mental Health supports to the campus this fall with specific outreach to Black -Student Athletes and Athletic Staff. These services are free of charge to our Black and Indigenous Faculty, Staff and Students.

Tara also collaborated with Nova Scotia Health and the Nova Scotian Men's Brotherhood to bring "The Barber Shop Talks" event to StFX. This event gives a safe place for black male students to talk about race and mental health.

This term we hope to have Tara join StFX Recruitment visiting Halifax area schools to promote STFX to African Nova Scotia high school students.

Watch your email for a list African Heritage Month events happening throughout February

## Gender and Sexual Diversity Student Advising

Gender and Sexual Diversity Student Advisor, Aimee MacDonald, has provided Positive Space training to over 650 students, staff and faculty.

The GSDA hosted a vigil in remembrance of over 300 trans people who lost their lives in 2021 to anti-trans violence.

Watch your email for ongoing Pride Month events offered online through January.

## Indigenous Student Advising

Indigenous Student Advisor, Terena Francis, provided leadership for, and collaborated with, many campus partners to mark StFX inaugural National Day for Truth and Reconciliation on Thursday, September 30, and Treaty Day on Friday, October 1. As part of the celebration on September 30th, over 600 pieces of orange ribbon were tied to the fence in Alumni Flag Plaza to remember the children buried at former residential school sites across Canada

These days were followed by multiple events throughout October to celebrate Mi'kmaq History Month for the campus



*An image of flags and orange ribbons*

Terena has also been busy facilitating Kairo's Blanket exercise, which has been provide to over 300 students, faculty and staff. These sessions are a coordinated effort with the Department of Education Indigenous Students enjoyed a session on Relaxation and Stress Reduction with Andrea Currie.

# Chaplaincy



*An image of the StFX Chapel during the winter with lights in the trees*

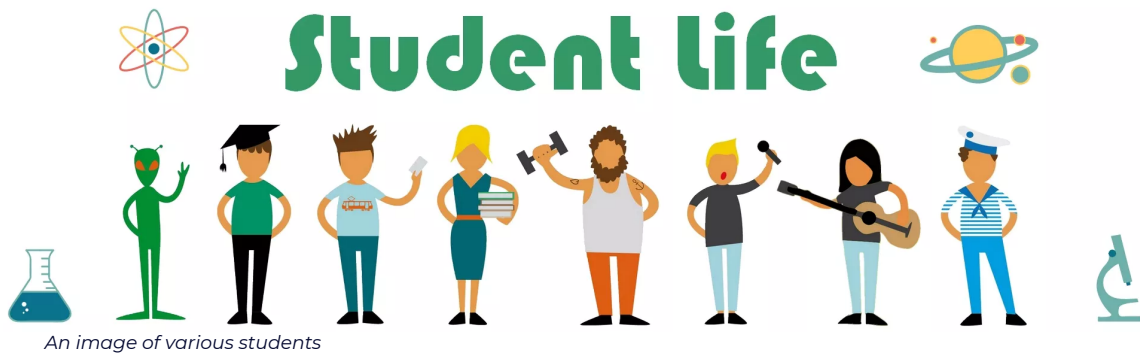
Chaplaincy has been very busy meeting with students and hosting very successful events such as a Theology on Tap Entitled: "Can Philosophers Believe in Religion" and the Chaplain's Prayer Breakfast with Sylvia Parris Drummond speaking on "How does faith inform my life? The gifts of journeying with faith."

I give you a group of three.

One is sitting down and will never get up.  
The second eats as much as is given to him yet is  
always hungry.  
The third goes away and never returns.

What are they?





An image of various students

## Student Life

### Residence Renewal

The Residence Renewal Project was initiated in the spring of 2021 to enhance residence culture through intentional programming and optimized structure. The work will centre on equity, inclusion, and wellness to review and revitalize

- Structure and systems (residence staffing, governance and operational structure to provide comprehensive service, professional holistic support and a revitalized peer leadership model)
- Communications to improve and support the Residence Experience
- Training to increase role effectiveness and provide “care for the care-giver”
- Enhance conduct and community through restorative practice
- Identify the potential of the StFX Residence Experience to contribute to University Wide Strategic Plans (First Year Experience-Curriculum, Living Learning Communities, Embedded Academic Resources etc.)

The Residence Renewal project concluded Phase 2 in early December which will provide recommendations for an optimal leadership structure to support the goals related to enhanced programming, risk mitigation, transition and orientation, and upper year retention in residence. 53 students and employees participated in interviews and focus groups and included current residence students, current residence staff (all levels), Ancillary Services, X-Patrol and Security, Student Union and House Council representatives, employees from other areas within Student Services, and members of the university's Executive Team.

While this round of consultations focused heavily on the student leadership roles in residence, there will be implications for the professional roles that oversee and support the student roles, which will be explored in phase 3.

Thanks to Matt and his dedicated team of RLC's and REC for their valued contribution to this work while continuing to provide for the care and safety of the residence community through a very busy fall!

### Career and Employment Services

We are pleased to partner with Advancement to pilot the Student – Alumni Mentorship Project. This project uses a 3rd party provider helping with system/processes to connect alumni with our current students to support career development and employment transition needs.

We are pleased to offer the Entrepreneurship Labour Market Connect Stream: Supporting International Student Entrepreneurs. The VP Students Office supported a grant application where the total funding provided to 11 NS Universities and NSCC in 2021-22 is \$387,000. This project is supported by the provincial Education and Experiential Learning Working Group. The project will organize a series of activities that will expose international students to the entrepreneurial mindset and support them in launching their own businesses through hackathons, pitch club, funded internships (\$4,500), and advisory board to support applicants for the International Graduate Entrepreneur Nominee Stream.



An image of a student with the word job floating around her head

### Conduct

Our new Manager of Restorative Practices and Student Conduct, Brandon Randall, hit the ground running working with the Residence team to advance the relational conduct approach in residence He has also discovered great new ways to maximize eRez functionality. Thank you Brandon.

# Student Experience and Opportunity Plan

## What is Student Experience?



An image of a person looking at their phone with questions marks around their head - asking the questions "What is Student Experience?"

Student Experience and Opportunity Strategic Plan consultations and research is ongoing, under the capable leadership of Kerri Arthurs, PhD, Policy, Planning and Assessment Strategist. Through the fall the focus had been on research and listening with a specific focus on underserved groups at StFX. Larger group consultations included the Senate Student Life Forum, the StFX Leadership Council and the Student Union Council.

Late last fall, we launched a new strategic planning website that includes an overview of the process and a calendar of engagement opportunities. The site also includes a short feedback form to capture your ideas. Looking forward to hearing your input on Thursday. Click here to access the Student Experience and Opportunity Plan webpage .

## President's Advisory Committee on Anti-Racism (PACAR)

The President's Advisory Committee on Anti- Racism (PACAR) continues its work with StFX recently becoming signatory to the Scarborough National Charter on Anti-Black Racism and Black Inclusion in Canadian Higher Education: Principles, Actions, and Accountabilities. This is a national plan of action by Canadian universities and colleges aimed at dismantling anti-Black racism and fostering Black inclusion in the post-secondary sector. The Scarborough Charter is a valuable resource to PACAR as they continue their work of delivering on the vision of a safe, accessible, supportive, and welcoming campus community. PACAR will be hosting a summit during the winter term 2022 (date tbd) to seek input on the first draft of the intermediate and long-term priorities. PACAR Co-Chair, Robert Upshaw, Elizabeth Yeo and the entire PACAR Committee encourage your participation in the summit and input into the plan. Please email Pacar@stfx.ca to be added to the summit information and invitation list.



An image of four hands, each with an X-Ring

### Communications

To stay up to date on the latest news, and to promote your events please install the

StFX Go App

available at the Apple App Store and Google Play



Student Services is also on Instagram please follow and tag us in your posts.



### In Closing -

We know a newsletter can never capture more than a fraction of all the great work, innovation and heart that we bring everyday to StFX. It's never been more evident. We hope you enjoy these snapshots of your colleagues contributions.

Ideas / suggestions - email [sagrant@stfx.ca](mailto:sagrant@stfx.ca)

What makes this number unique: 8,549,176,320?



Answer: It has each number zero through nine listed in alphabetical order