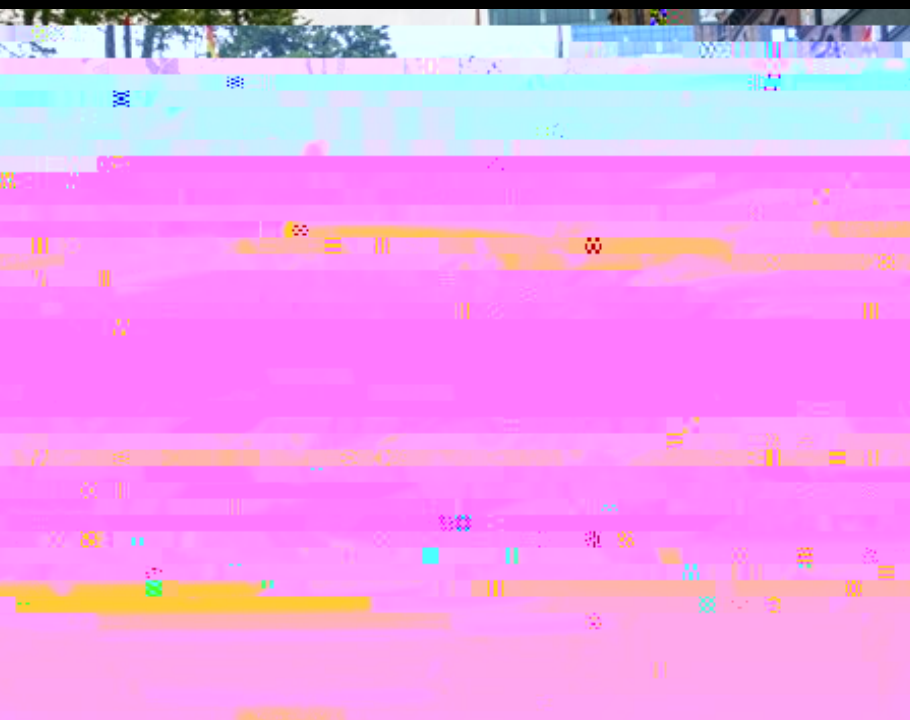


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ANNUAL REPORT



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Vice-Provost, Equity & Inclusion  
Theresa.Rajack-Talley@dal.ca

Director, Human Rights and Equity Services

Advisor (Conflict and Personal Harassment)

Advisor (Sexualized Violence)

Education Advisor

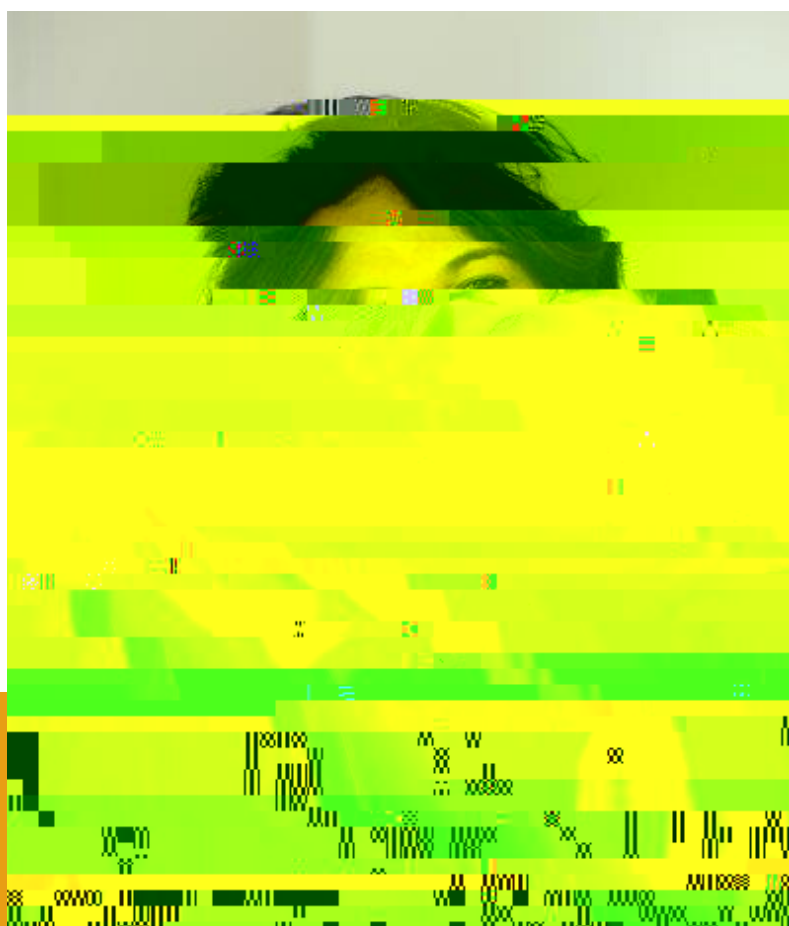
Senior Institutional Analyst

Administrative Coordinator, Intake & Special Projects

The Vice-Provost, Equity and Inclusion, a role that is in its inaugural year and reports to the Provost, is accountable for the progress and continued development of Dalhousie's Diversity and Inclusiveness Strategy. Dr. Theresa Rajack-Talley also provides leadership to the Human Rights & Equity Services team and advises the executive and other administrative and academic leaders on issues of human rights, diversity, inclusion and equity. Dr. Rajack-Talley also collaborates with leaders in every sector of the university on strategic planning processes, ensuring that the university's strategic work succeeds in advancing institutional EDI goals.

Dr. Rajack-Talley comes to Dalhousie with over 10 years of experience in University Administration. She spent much of her career at the University of Louisville, after earning her Ph.D. in Sociology at the University of Kentucky. Her academic work has focused on social inequality, gender equity, and social justice issues in low-resource households and communities in North America, the Caribbean and the African diaspora.

Dr. Rajack-Talley is a Professor of Pan African Studies and has taught courses on racism and sexism, global poverty, Pan-Africanism and more as well as published several refereed articles on related themes and two books, *Poverty is a Person* and *Living Racism*. She has been a prestigious Fulbright Scholar and has been recognized by the Kentucky Senate for her leadership in education, research and service to the community.



Leading institutional change to foster a culture of respect, inclusivity and community safety;

Building connections and capacity of individuals and the institution to advance institutional diversity, inclusivity and equity goals and effect accountability measures;

Managing cases in relation to the Dalhousie University Statement of Prohibited Discrimination, the Personal Harassment Policy, Sexual Harassment Policy and the Employee Accommodation Policy; and

Ensuring operational effectiveness and the ability of the HRES to fulfill its mission.

Human Rights & Equity Services provides a confidential and neutral advisory service to all members of the Dalhousie community seeking advice, support, and reporting options in relation to experiences of discrimination on the basis of identified human rights grounds, experiences of sexual violence including sexual harassment and sexual assault, experiences of personal harassment in the workplace, as well as interpersonal conflict that is not related to human rights grounds.

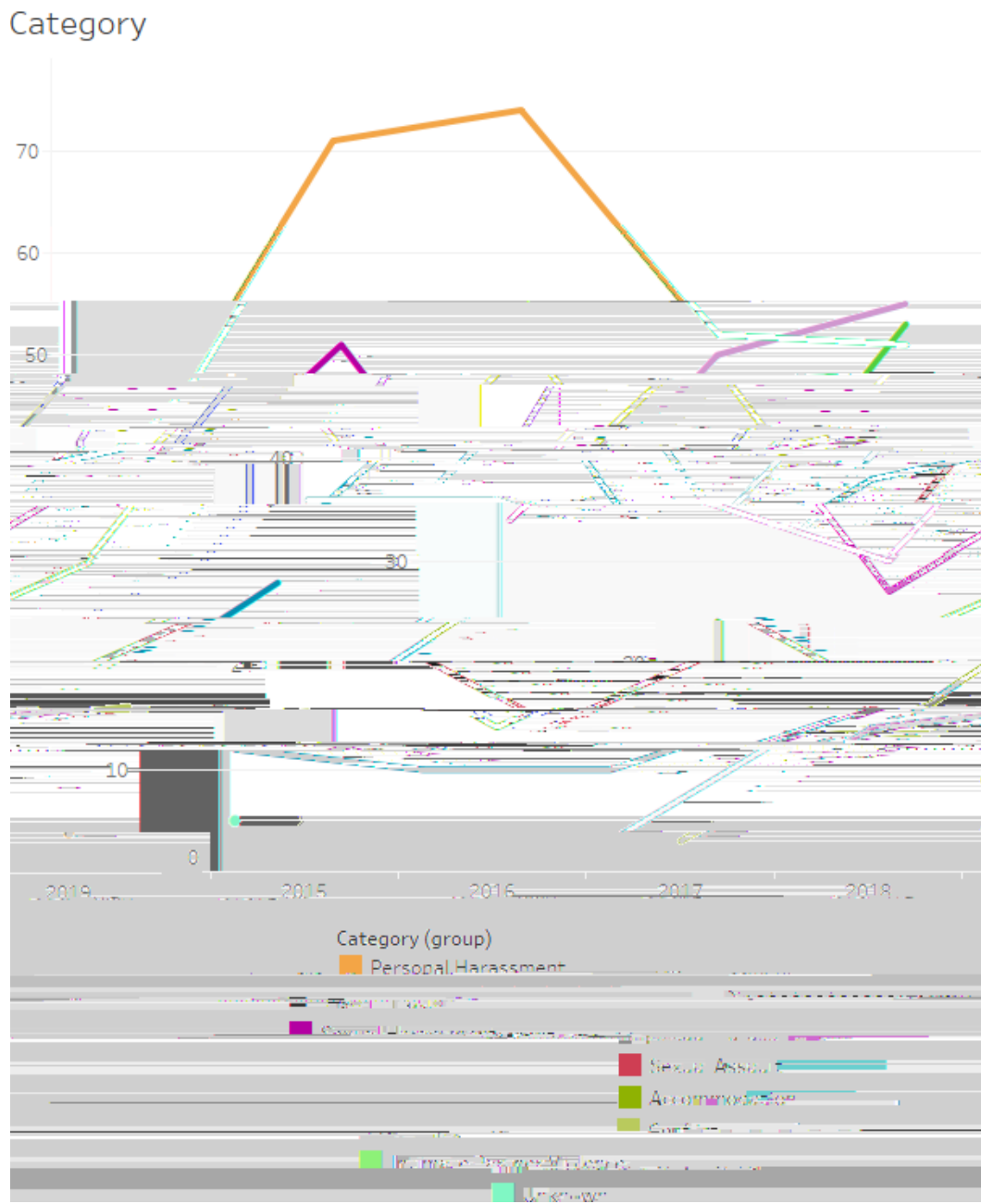


Figure 1. Type of Report, 2015-2019

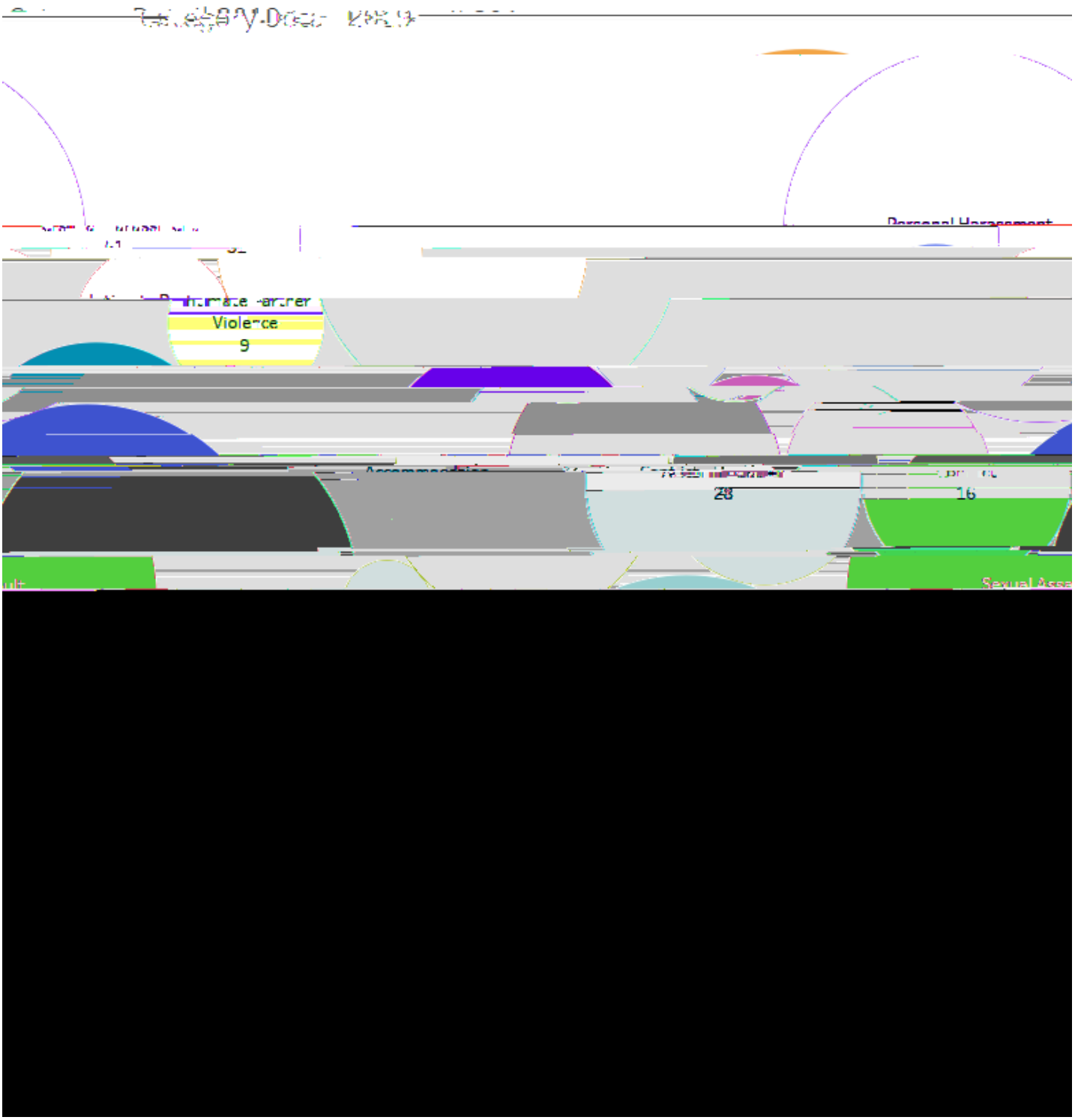
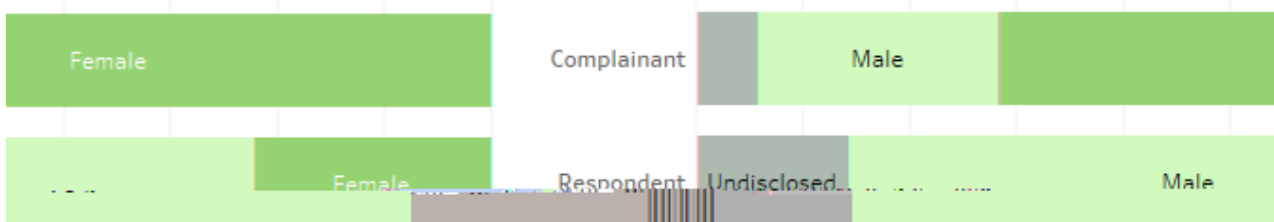


Figure 2. Case Category for 2018-2019 Academic Year

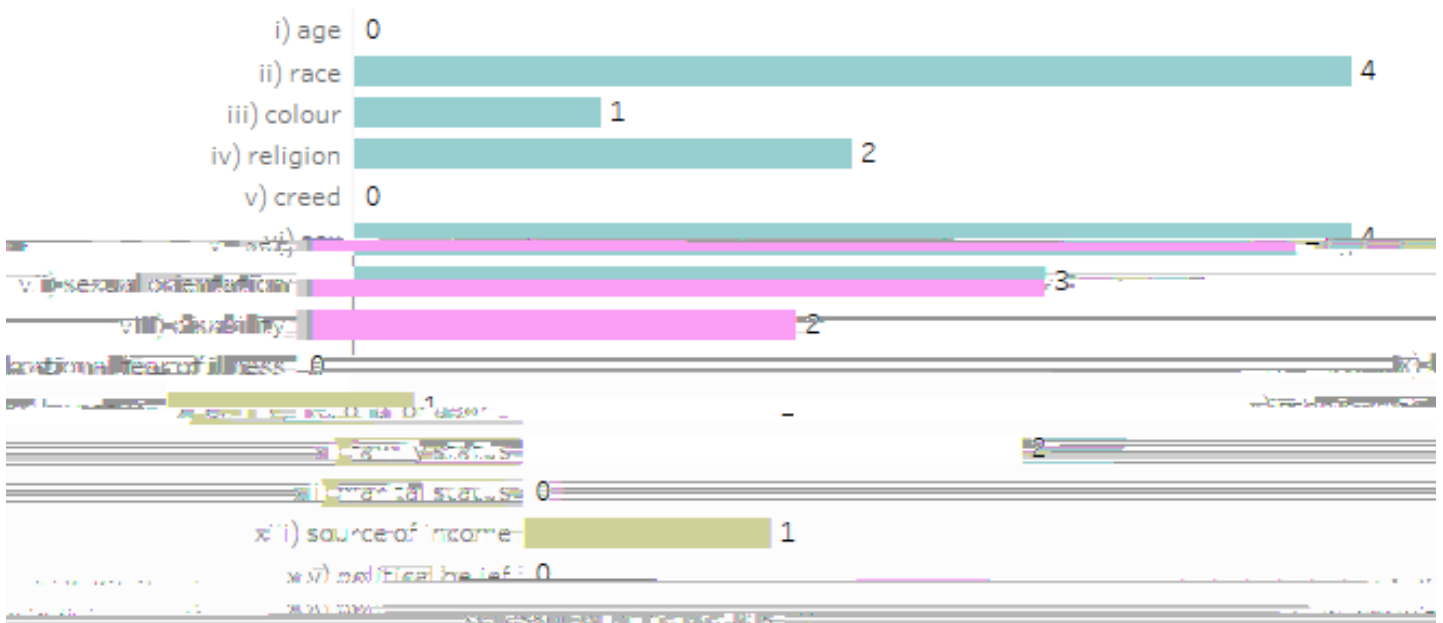




### Gender (2015-2019)



### Prohibited Discrimination Policy (2018-2019)





# EDUCATION AND OUTREACH INITIATIVES

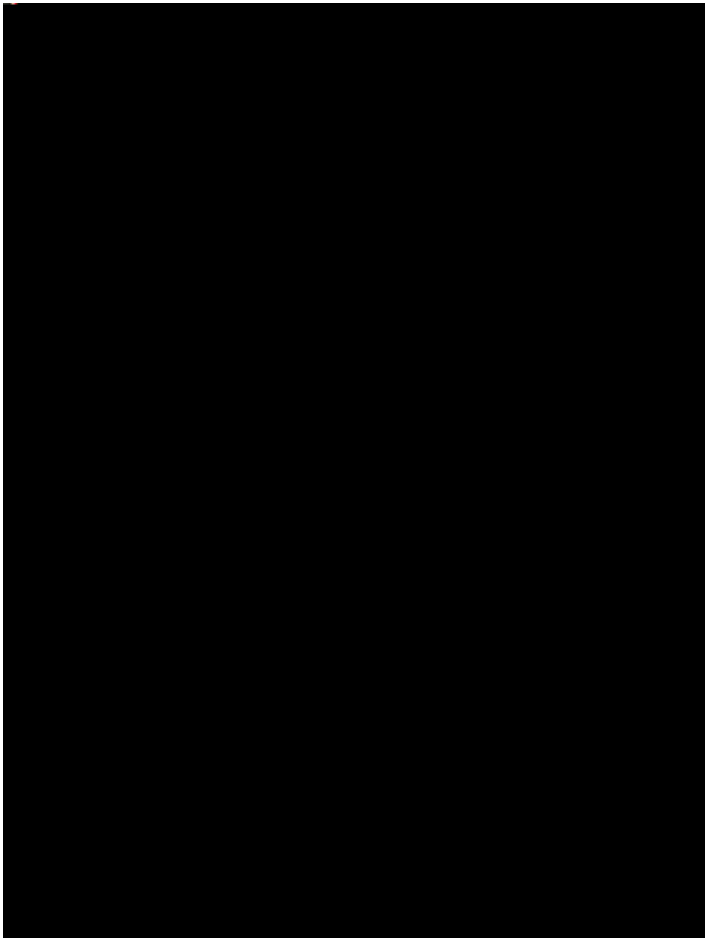
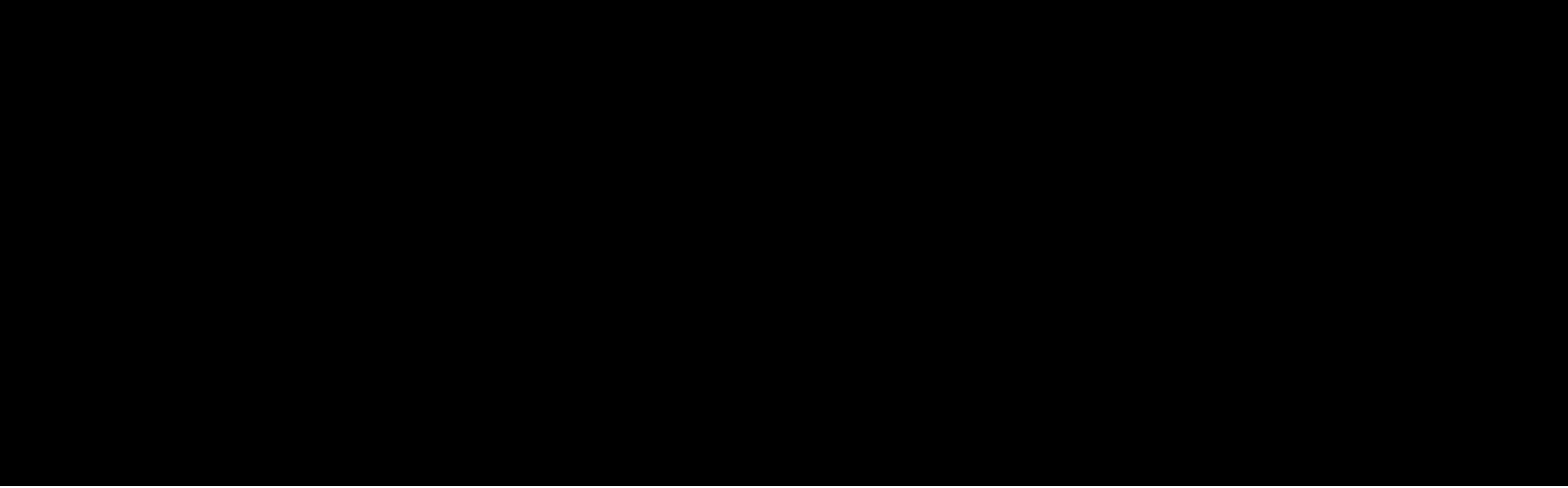
## STAFF

### Peer Educators

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# EDUCATION AND OUTREACH INITIATIVES

STATISTICS AND FEEDBACK

Feedback:

# SEXUALIZED VIOLENCE

PREVENTION AND RESPONSE.

# SEXUALIZED VIOLE

PREVENTION AND RESPONSE.

P E V E N T I O N A N D E S P O

