

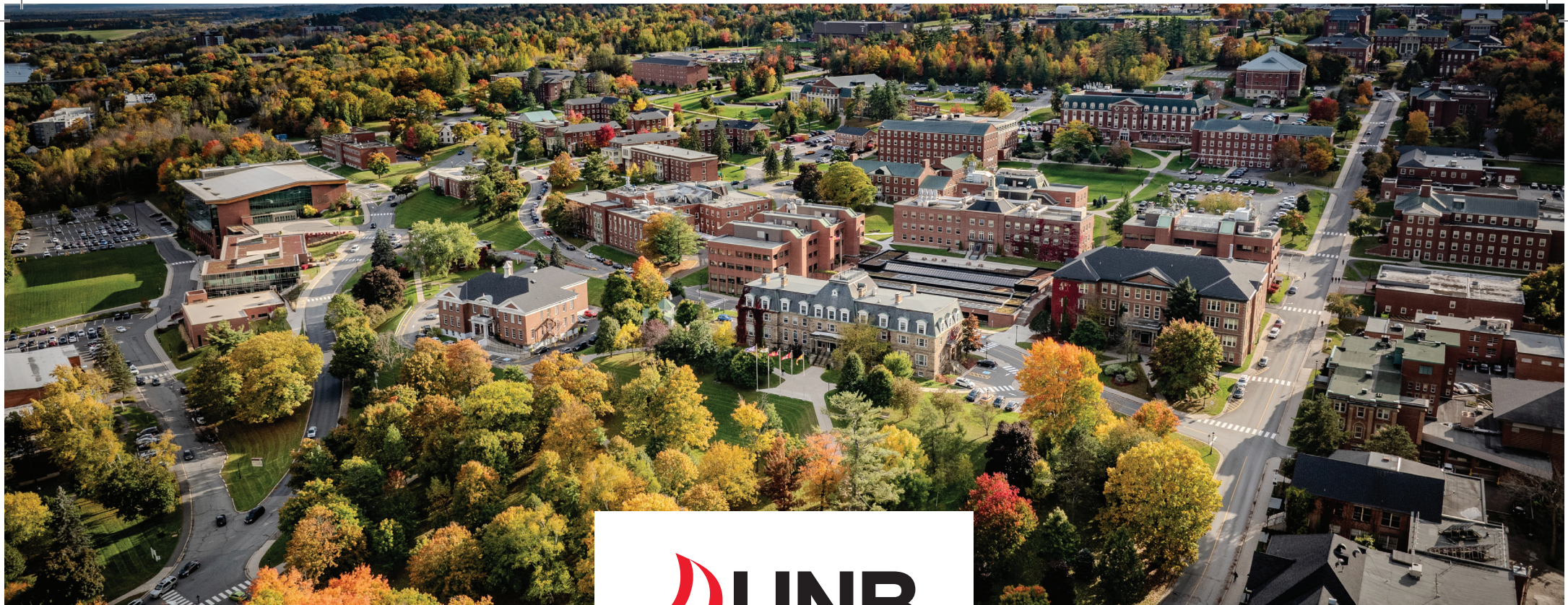


Human Rights and Equity



**ANNUAL
REPORT
2024-25**





OFFICE STAFF INCLUDES



**NADIA
RICHARDS**

ASSOCIATE VICE-PRESIDENT
HUMAN RIGHTS AND EQUITY



**CURRENTLY
VACANT**

EXECUTIVE ASSISTANT TO
ASSOCIATE VICE-PRESIDENT
HUMAN RIGHTS AND EQUITY



**JOANNE
OWUOR**

ADVOCACY AND
EDUCATION OFFICER



**OCTAVIO
TORRES LOPEZ**

HUMAN RIGHTS AND
EQUITY OFFICER



LAND ACKNOWLEDGEMENT

We respectfully acknowledge that the University of New Brunswick (UNB) is situated on the unceded traditional lands of the Wolastoqey people. These lands are part of the Peace and Friendship Treaties, reflecting a commitment to ongoing peace and mutual respect. The river that connects our two campuses is known as Wolastoq, or the St. John River, is central to the Wolastoqiyik, the people of this beautiful and bountiful river.

AFRICAN ANCESTRAL ACKNOWLEDGEMENT

We acknowledge those who came here as settlers—as migrants either in this generation or in generations past—and those of us who came here involuntarily, particularly those brought to these lands because of the Transatlantic Slave Trade and enslavement. We pay tribute to ancestors of African origin and descent and thank them for their contributions towards transforming systems in ways that promote everyone's sense of belonging and safety.

www.tamarackcommunity.ca/community-land-acknowledgments

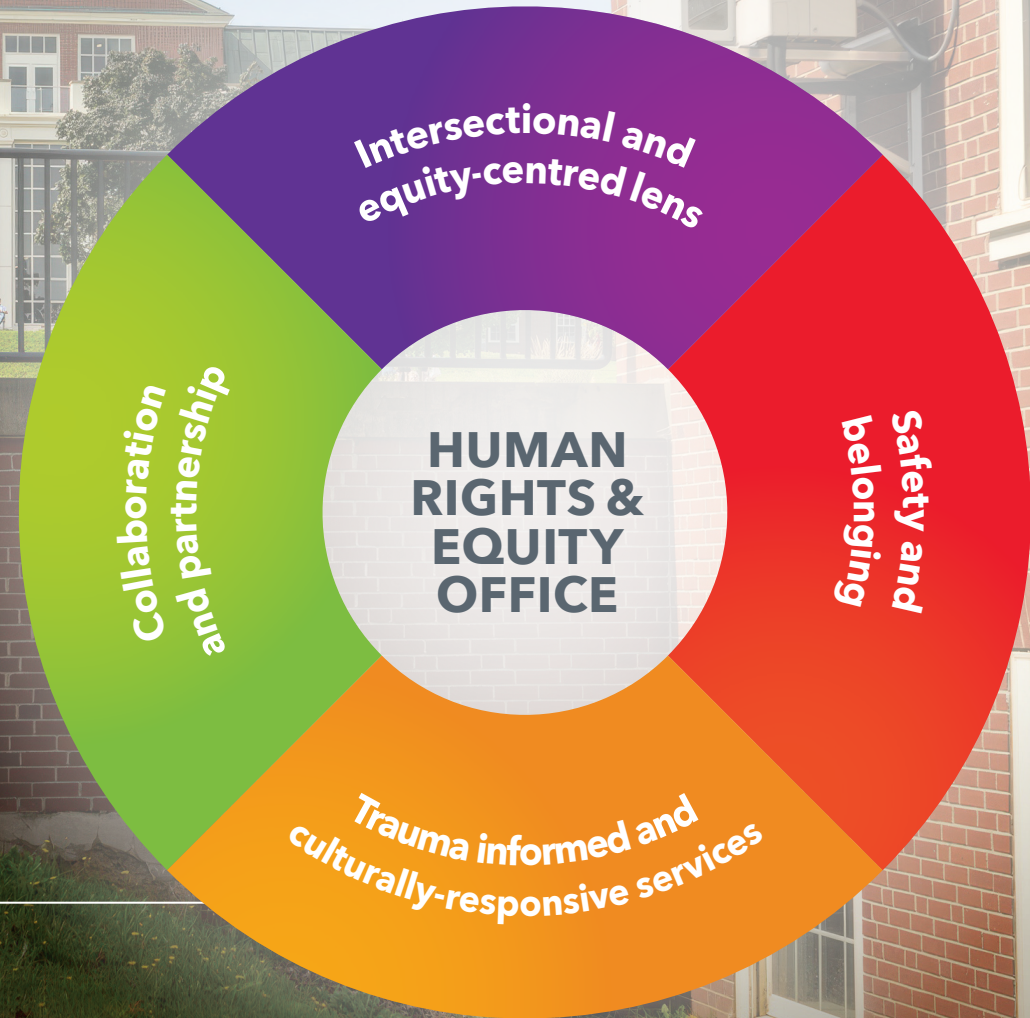
RECONCILIATION STATEMENT

At the Human Rights and Equity Office (HREO), we are dedicated to advancing reconciliation through self-reflection and a sustained commitment to human rights and equity work that is grounded in inclusion, justice and respect. Our aim is to enhance our awareness and build intentional, respectful, and reciprocal relationships with Indigenous rights holders. We are committed to deepening our understanding and fulfilling our responsibilities in the pursuit of meaningful reconciliation.



INTRODUCTION

The mission of the HREO is to advance a culture of human rights, equity and inclusion at UNB by fostering a safe and respectful environment. This includes ensuring discrimination-free spaces, integrating social and restorative justice practices, maintaining strict confidentiality and providing non-judgmental support. We also inspire and educate through innovative strategies in partnerships, research, community and campus initiatives. All activities and initiatives of the HREO are driven by the vision to amplify human rights and equity through anti-racism, anti-oppression and decolonization, fostering culture change by way of removing systemic and social barriers and promoting the well-being of all UNB community members and those in the wider community.



OUR WORK IS GROUNDED IN
OUR FOUR CORE VALUES ►►

AVP HUMAN RIGHTS AND EQUITY: REFLECTION AFTER ONE YEAR

The 2024–2025 year has been one of growing visibility, renewed commitment and ambitious planning for the HREO. In reflection, I have witnessed a meaningful shift across the UNB community as more departments and individuals sought tailored training and consultations to enhance the way we deliver inclusive education and services.

In collaboration with the Office of the President, we proudly launched the African Stole—a symbolic initiative that honours the historical contributions of African, Black Canadian, and African Diasporic communities. This initiative also celebrates the present accomplishments of students of African descent at UNB and envisions a future of professional excellence and leadership.

Our office also worked closely with UNB’s Senior Leadership Teams, delivering equity-focused training and continuing to support their growth in embedding equity principles within their teams and strategic planning.

A landmark achievement this year was UNB’s official endorsement of the Scarborough Charter—a national framework committed to confronting and dismantling anti-Black racism in post-secondary institutions.

As we look ahead, the University is preparing to launch a revised and strengthened Harassment and Discrimination Policy, reflecting our commitment to creating safer, more responsive systems for all.

We move into the new academic year with a clear and steady focus on increasing visibility, promoting awareness of human rights and fostering critical dialogue. Our goal is to support the UNB community to engage deeply with equity and to collectively develop bold, inclusive solutions.

Dr. Nadia Richards
AVP, HUMAN RIGHTS AND EQUITY



HUMAN RIGHTS AND EQUITY OFFICE

Over the past year, the HREO has provided several core services that reflect our commitment to advancing human rights and equity at UNB. These services, including policy development, consulting, education and community engagement, are designed to foster an inclusive, respectful and supportive environment for all members of our campus community.

INCLUSIVE
RESPECTFUL
SUPPORTIVE



SEVERAL IMPORTANT TRENDS EMERGED THROUGH THE COMPLAINTS AND CONSULTATION PROCESSES THIS YEAR.

Race-related concerns, including experiences of racism and broader systemic issues of racial equity, were the most frequently reported across both campuses, reflecting ongoing challenges in creating inclusive and equitable environments for Indigenous, Black and Racialized students, faculty and staff.

Additionally, **concerns related to disability, gender and religion** were reported, pointing to the need for targeted engagement and support in those areas. These patterns highlight the importance of continued equity-focused initiatives, dialogue and policy enforcement throughout the UNB community.



HUMAN RIGHTS AND COMPLIANCE

The HREO remains steadfast in its commitment to fostering a respectful, inclusive, and equitable environment for all members of the university community.

OVER THE PAST YEAR, OUR OFFICE RESPONDED TO:

55 CASE CONSULTATIONS

where individuals sought guidance or support related to human rights, discrimination, harassment or equity issues. Several of these consultations led to formal or informal complaint processes.



7 CASES WERE
FORMALLY ADDRESSED
(formal procedures, investigations)



10 CASES WERE
INFORMALLY ADDRESSED
(dialogue, mediation)



EDUCATION AND AWARENESS

THE OFFICE
SIGNIFICANTLY EXPANDED
ITS EDUCATIONAL
AND AWARENESS-BUILDING
INITIATIVES,

We hosted 121 events, including panels, workshops, and gatherings covering topics such as anti-racism, antisemitism, accessibility, Islamophobia, and Indigenous rights. These sessions were open to students, faculty, staff and the wider community and engaged 1,630 participants in meaningful dialogue. By fostering inclusive conversations and reaching diverse audiences, we've strengthened our campus culture and deepened our commitment to equity.



THERE WAS A TOTAL OF ▼

1,630 PARTICIPANTS
ENGAGED & **121** EVENTS
OFFERED



CONSULTING AND ADVISORY

Over the past year, the HREO was consulted 169 times and collaborated with 17 departments, units and individuals to advance equitable and inclusive initiatives. Through tailored advice and responsive support, the office continues to enhance the university's ability to foster a respectful, inclusive and rights-based environment.



THE HREO WAS CONSULTED **169 TIMES**
AND **COLLABORATED WITH 17**
DEPARTMENTS/UNITS/INDIVIDUALS

COMMUNITY ENGAGEMENT AND PARTNERSHIPS

HOLOCAUST EDUCATION EXHIBITION

We hosted the Holocaust Education Exhibit in partnership with the Atlantic Canada Holocaust Education Foundation. The exhibit was held over four days across both the Saint John and Fredericton campuses.

The exhibit provided guided tours covering the history of antisemitism, the rise of Nazism, the Holocaust, global and North American responses, and post-war justice efforts. Attendees were given curated booklets featuring personal testimonies from Holocaust survivors or victims, enhancing the educational impact and historical awareness through individual stories.

PARTNERSHIP WITH THE DEPARTMENT OF HISTORICAL STUDIES

We partnered with the **department of historical studies** to organize the screening of the *Working While Black* documentary, followed by a panel discussion for **Black History Month**. This event created an important space for discussing the challenges and experiences of Black professionals and workers, furthering our commitment to promoting understanding and dialogue around racial equity and inclusion.

THIRD-YEAR NURSING STUDENT PLACEMENTS

We had the privilege of welcoming two third-year nursing student interns for the fall 2024 semester. These interns played a key role in developing and enhancing resources for the HREO, strengthening the support systems we provide to our campus community. Their contributions have been instrumental in reinforcing our office's mission to build a more inclusive and supportive environment for all.

INTERACTIVE TIME-WALK EXHIBIT ON BLACK HISTORY

The Fredericton campus hosted the Interactive Time-Walk Exhibit, developed and generously loaned by the New Brunswick Black History Society. In collaboration with Hillary Nguyen, International Students Advisors Office, UNB Libraries and the HREO, the exhibit highlighted the history and contributions of Black New Brunswickers through engaging multimedia displays, promoting education, diversity, and inclusion on campus.

SUPPORT FOR ACADEMIC INITIATIVES

We supported the development and review of initiatives that promote diverse perspectives and culturally responsive education.

- The office supported the development of the first Black Studies in Canada course through consultation with faculty members in the Department of Humanities and Languages on the Saint John campus. This partnership helped to ensure the course reflected diverse perspectives and relevant social and historical contexts.
- The office also provided feedback on a clinical simulation in the department of nursing and health sciences in Saint John, focused on assessing the integumentary system in clients with Black or Brown skin, helping to promote inclusive and equitable clinical education.

HREO INITIATIVES!



1

UNB ENDORSEMENT OF THE SCARBOROUGH CHARTER

UNB's endorsement of the Scarborough Charter, a national framework focused on addressing anti-Black racism and dismantling systemic barriers in post-secondary institutions was a highlight for the year. This commitment reinforces UNB's dedication to fostering an inclusive, equitable and anti-racist campus where all community members feel valued and supported.

3

ONGOING TRAINING FOR THE SENIOR LEADERSHIP TEAM

The President's Executive Team participated in a series of human rights and equity workshops focused on systemic discrimination, equity-informed leadership and institutional accountability. This ongoing training reflects our commitment to leadership grounded in humility, addressing structural inequities and creating a campus where all members feel safe, valued and heard.

2

AFRICAN AND AFRICAN DIASPORIC STOLE AT CONVOCATION

UNB introduced a ceremonial African diasporic stole at convocation, designed by media artist-in-residence Norélice Mboutou. The stole celebrates cultural identity, pride and resilience for Black and African-descended graduands.

4

BLACK AND RACIALIZED STAFF AND FACULTY GATHERINGS

Monthly gatherings have continued to provide space for Black and racialized staff and faculty to connect, share experiences and support one another. These sessions help build community, reduce isolation and affirm the presence and leadership of racialized colleagues across the institution.

5

DISTINGUISHED SPEAKER DR. BARBARA PERRY

As part of the universities Diversity Dialogue series, the HREO hosted Dr Barbara Perry, world-renowned expert on hate, bias and extremism, as part of ongoing efforts to foster education and awareness around equity and inclusion. Dr. Perry's talk engaged the UNB community in critical dialogue on hate-based violence and the importance of collective responsibility in building safer and more inclusive societies.

7

CULTIVATING SAFETY AND BELONGING SERIES

The HREO hosted the Cultivating Safety and Belonging series on UNB campuses. This cross-campus initiative featured a range of events designed to foster understanding, address systemic barriers and build safer, more inclusive campus communities. **Key sessions included:**

6

DIVERSIO EMPLOYEE CULTURE SURVEY

The HREO partnered with **Diversio** to conduct an **Employee Culture Survey** to assess inclusion, equity and workplace culture at UNB. The survey gathered feedback on employees' experiences with diversity and inclusion, providing valuable insights to guide future initiatives. The results will help inform policies and strategies to create a more inclusive and supportive environment for all staff.

Community Conversations - Held on both campuses, these open forums engaged students, faculty, staff and community members in dialogue on issues of inclusion, belonging and safety. Discussions focused on the experiences of diverse groups, including Indigenous, Black, 2SLGBTQIA+, international, and disability communities. Participants contributed insights and recommendations for actionable change.

Panel on Truth and Reconciliation - This panel provided a space to engage with Indigenous voices and perspectives on reconciliation within the post-secondary context. Panelists explored the responsibilities of institutions and individuals in advancing the Truth and Reconciliation Commission's Calls to Action.

Fireside Chat with Jasmine Kranat (ACHEF) - Jasmine Kranat of the Atlantic Canada Holocaust Education Foundation joined us for a reflective discussion on the role of Holocaust education in combating hate and promoting empathy. The session highlighted the ongoing importance of historical education in cultivating safe and inclusive environments.



COMMUNITY PARTNERSHIPS

Over the past year, the HREO connected with over 70 community groups and individuals locally and nationally. These included organizations and advocates engaged in racial justice, disability rights, 2SLGBTQIA+ inclusion, newcomer support, Indigenous rights and student leadership.

Through co-hosted events, workshop participation, consultations and informal gatherings, we built relationships that not only informed our work—but also sparked meaningful partnerships, many of which helped shape this year's initiatives.

OVER THE PAST YEAR, THE HREO CONNECTED WITH ▼

 **70** **COMMUNITY GROUPS AND INDIVIDUALS**
LOCALLY AND NATIONALLY

FUTURE DIRECTION

As we look ahead, the HREO remains committed to deepening impact through structural change, accountability and community-rooted practice. In the coming year, we will focus on strengthening systems, building relationships and embedding equity more intentionally across the university. Key priorities include:





Human Rights and Equity

STAY INFORMED

Learn more about our commitment to human rights and find out how you can be part of it at **[UNB.ca/humanrights](https://unb.ca/humanrights)**

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