

# Educational Offerings

**On Indigenization, Diversity, Equity,  
Inclusion & Accessibility**

Updated June 2024



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# About the IDEIA Education Collective

The Education Collective was developed under the auspices of the Office for Equity and Inclusion (OEI) in 2019 with the purpose of creating a coordinated hub focused on providing information about education initiatives related to Indigenization, Diversity, Equity, Inclusion, and Accessibility for students, faculty and staff at Dalhousie.

The IDEIA Education Collective seeks to amplify, leverage and strengthen institutional change-making efforts to promote Indigenization, diversity, equity, inclusion, and accessibility across the university community.

The Collective's work complements the principles and objectives outlined in Si'st Kasqimtlnaqnipunqekl Teli L'wi'tmasimk  (Third Century Promise), uplifting our shared community while supporting our institutional goals.

## Vision

We envision the expansion of values, knowledges and competencies that enable members of the Dalhousie community to engage and collaborate in intentional, active, and sustainable change-making as it relates to Indigenization, decolonization, equity, diversity, inclusion and accessibility.

## Mandate

The IDEIA Education Collective is a cross-divisional group that identifies partnerships, programming, and promotes pathway opportunities to increase access to IDEIA educational initiatives across the university community.

## Goals & Objectives

- Provide a forum for discussion on existing and prospective educational initiatives related to IDEIA
- Colligate IDEIA-related education and professional development opportunities that are currently available across the institution
- Promote awareness of and access to educational opportunities available to members across the institution
- Connect peoples and groups leading and seeking IDEIA educational opportunities
- Collect data on the nature, frequency and reach of IDEIA educational offerings being accessed

## Membership

Membership to the Collective is encouraged for all IDEIA education creators, curators and/or providers from across the Dalhousie community. Members will sit

on the Collective as representatives of their units, in addition to bringing their individual knowledges, skills and resources.

Our membership currently includes representatives from:

- Human Resources
- Office of Equity and Inclusion/Human Rights and Equity Services
- Centre for Learning and Teaching
- Human Resources
- Faculty of Open Learning & Career Development
- Office of Research Services
- Indigenous Advisory Council
- Queer Faculty and Staff Caucus
- (dis)Ability Caucus

## Contact Us

If you would like to learn more about the IDEIA Education Collective, or would like to get involved, please email the Office for Equity & Inclusion at:

[vpei@dal.ca](mailto:vpei@dal.ca)

# About this Document

(Un)learning calls on our communities, within and outside post-secondary education, to collectively create a world beyond coloniality, inequity and exclusion—a liberatory place that embodies interconnectedness, belonging, care, and wellbeing. To be and stay in this place together requires us to expand our capacities to be vulnerable, humble, curious, resilient and intentional about how we educate ourselves to make sustainable change.

To facilitate the learning journeys that we are all on, the IDEIA Education Collective has compiled the following listing of educational offerings available to members across our university community. This listing offers a variety of opportunities for students, staff and faculty to expand their capacities for IDEIA change-making, including presentations, workshops, courses and other resources. Please note this is a non-exhaustive list of educational offerings. Many of the units listed provide any array of bespoke educational offerings that may not be featured in this listing. We invite learners to reach out to the various departments to connect, inquire and coordinate opportunities that meet your educational wants and needs.

If you are aware of additional resources not included here, please contact [HRES@dal.ca](mailto:HRES@dal.ca).

What this Listing Is	What this Listing Isn't
<ul style="list-style-type: none"><li>• A living document that will continue to change and expand based on the offerings that are available</li><li>• A way to help us deepen and expand our IDEIA practices within teams, departments, committees, and more</li><li>• Intended for learners across a spectrum of:<ul style="list-style-type: none"><li>◦ Identities, experiences and worldviews</li><li>◦ Knowledge and skill levels</li><li>◦ Institutional roles and responsibilities</li></ul></li><li>• Only one piece of how we personally and collectively participate in change-making</li></ul>	<ul style="list-style-type: none"><li>• A finite list of IDEIA educational offerings that are available at Dalhousie or in the broader community</li><li>• An answer to real-time, serious issues where immediate supervisory intervention is needed</li><li>• Restricted to learners who are just beginning the learning journey</li><li>• Designed to be used without an ongoing investment of time, energy and resources into changing policies, programs and practices</li><li>• A complete listing of all knowledges, skills and attitudes needed to build capacity for transformative IDEIA change-making</li></ul>

# Accessibility

## **“Focusing on the “A” in EDIA**

Presentation discusses access as an equity and social justice issue. Participants will have the opportunity to reflect on their practices with an aim towards excellence.

Offered by: Student Academic Success & Student Accessibility Center

Facilitated by: Assistant Vice-Provost (Student Engagement and Success) and Student Accessibility Centre

Date Offered: By Request

Anticipated Audience: Staff

Duration: 90 Minutes

Delivery Method: In Person & Virtual

## **Implementing Universal Design for Learning (UDL) in Your Course Design and Teaching Studio Course**

Offered by: Center for Learning & Teaching

Facilitated by: Senior Educational Developer (Online Pedagogies)

Date Offered: Winter 2023

Anticipated Audience: Faculty

Delivery Method: Virtual

## **Universal Design for Learning (UDL) and Culturally Responsive Pedagogy (CRP) Webinar(s)**

In this webinar, the facilitators will introduce the basics of UDL and CRP, guide participants in activities and discussions that get at the “why” of using UDL and CRP and give participants concrete ideas for incorporating these pedagogical frameworks in their course design.

Offered by: Center for Learning & Teaching

Facilitated by: Senior Educational Developers (Anti-Oppressive and Transformative Education and Online Pedagogies)

Date Offered: Multiple

Anticipated Audience: All Members of the Dalhousie Community

Duration: 2 Hours

Delivery Method: In Person & Virtual

## **Universal Design for Learning (UDL) and Culturally Responsive Pedagogy (CRP)**

Bespoke retreat planned with individual faculties.

Offered by: Center for Learning & Teaching  
Facilitated by: Senior Educational Developers  
Date Offered: By Request  
Anticipated Audience: Faculty  
Duration: 4 Hours/ 2 Days  
Delivery Method: In Person & Virtual

# Anti Oppression

## **Building Our Relationship to Anti-Oppression 101**

This foundational workshop introduces learners to the theoretical ideas of anti-oppression that allow us to understand, question and challenge the internal, interpersonal, institutional, and ideological relationships that shape our lives. In this session, learners unpack the social construction of difference, levels of power, personal and professional privilege, and intersectionality, among many more important themes. The workshop includes an exploration of social justice, and the transformative visions of the future that anti-oppression seeks to create.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 3 hours

Delivery Method: In Person or Virtual

## **Building Our Relationship to Anti-Oppression 201**

Building on the theoretical ideas introduced in our first session, learners will be introduced to Anti-Oppressive Praxis as not only a lens, but an attitude and set of actions for change-making. Together, learners explore key AOP tools, including transformative allyship, critical self-reflection, accountability, empathy, redistributing power, relationship building and much more. Learners are encouraged to experiment with their new knowledges using scenarios, share their curiosities, reflect on their commitments, and strategize for intentional and sustainable action.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 3 hours

Delivery Method: In Person or Virtual

## **Introduction to Anti-Racism and Anti-Oppression as an Educator Course**

In this course, we are assuming responsibility for educating ourselves, so that we might find our place in countering systemic racism within our own institution. As white teachers and academics, we will take on this work under Kayla Reed's (Executive Director, Action St. Louis), "A.L.L.Y" framework\*:

- i. Always centre the impacted
- ii. Listen and learn from those who live in oppression.



- iii. Leverage your privilege.
- iv. Yield the floor

Offered by: Center for Learning & Teaching  
Facilitated by: Senior Educational Developer (Anti-Oppressive and Transformative Education)  
Dated Offered: Winter Semester  
Anticipated Audience: Faculty  
Delivery Method: In Person

**Language is Power: A Mechanism for Either Reinforcing Or Disrupting Systemic Institutional Oppression And Racism**

In this workshop, participants will work with authentic exemplars of critical discourse in Dalhousie policies, syllabi, and reports, etc. Please join us in a robust discussion about how institutional discourse can reinforce or challenge systemic inequities and oppression and find your compass of reference as part of the Dalhousie community.

Offered by: Center for Learning & Teaching  
Facilitated by: Educational Developer (Internationalization and Intercultural Competence) & Senior Educational Developer (Anti-Oppressive and Transformative Education)  
Date Offered: By Request  
Anticipated Audience: Faculty  
Duration: 90 Minutes  
Delivery Method: Virtual

**The –isms in Policy, Admissions, Procedures, etc.**

Offered by: Center for Learning & Teaching  
Facilitated by: Senior Educational Developer (Anti-Oppressive and Transformative Education)  
Date Offered: By Request  
Anticipated Audience: Senate, Admissions Committees, and Student Progress Committees  
Duration: 60-90 Minutes  
Delivery Method: Virtual

# Anti-Racism

## **Anti- Racism 101**

This online workshop provides a foundational overview of the ways in which anti-racism manifests within us, on our campuses, and in our communities. Through the exploration of concepts such as colonialism, microaggressions, unconscious bias, anti-Black and anti-Indigenous racism, accountability and more, this workshop provides avenues of learning but most importantly implores us all to commit to taking immediate, intentional, and ongoing action to dismantle white supremacy.

Offered by: Office of Equity & Inclusion

Offered On Demand at: <https://bit.ly/3w3AAI9> (Login Required)

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1.5-2 Hours

Delivery Method: Virtual (Asynchronous)

## **Anti-Racism & Decolonization in the Health Professions: A Virtual Seminar for Faculty Members**

This virtual seminar will critically engage in the topics of whiteness, racism, and colonialism, as they relate to the health professions, to strengthen faculty members' understanding of these topics while considering how course curriculums and approaches to teaching can better promote anti-racist and decolonial practice in the health professions.

Offered by: Center for Learning and Teaching

Date Offered: June 2023

Facilitated by: Program Advisor for the African Nova Scotian/African Descent Student Cohort) & Education Developer (Indigenous Knowledges and Ways of Knowing)

Anticipated Audience: Faculty

Duration: 1 Hour

Delivery Method: Virtual

## **Anti-Racism Response Training**

This workshop unpacks the core concepts of active bystander intervention in the context of racial violence. Through a race-based lens, the workshop explores the social construction of race, manifestations of racial violence, impact of harm, and anti-racist solidarity. Using a preventative approach, learners will review safety considerations, obstacles to and enablers of action, and the 5D framework. Through a series of scenarios, learners explore various strategies and skills to intervene, support survivors, hold accountability, and commit to cultivating anti-racist campus culture.

Offered by: Office for Equity & Inclusion  
Facilitated by: Education Advisor  
Dated Offered: By Request  
Anticipated Audience: All Members of the Dalhousie Community  
Duration: 3 Hours  
Delivery Method: In Person or Virtual

### **Introduction to Anti-racism and Anti-oppression as an Educator Course**

In this course, we are assuming responsibility for educating ourselves, so that we might find our place in countering systemic racism within our own institution. As white teachers and academics, we will take on this work under Kayla Reed's (Executive Director, Action St. Louis), "A.L.L.Y" framework\*:

- I. Always centre the impacted
- II. Listen and learn from those who live in oppression.
- III. Leverage your privilege.
- IV. Yield the floor

Offered by: Center for Learning & Teaching  
Facilitated by: Senior Educational Developer (Anti-Oppressive and Transformative Education)  
Dated Offered: Winter Semester  
Anticipated Audience: Faculty  
Duration: 1 Semester  
Delivery Method: Virtual

### **Language is Power: A Mechanism for Either Reinforcing Or Disrupting Systemic Institutional Oppression And Racism**

In this workshop, participants will work with authentic exemplars of critical discourse in Dalhousie policies, syllabi, and reports, etc. Please join us in a robust discussion about how institutional discourse can reinforce or challenge systemic inequities and oppression and find your compass of reference as part of the Dalhousie community.

Offered by: Center for Learning & Teaching  
Facilitated by: Educational Developer (Internationalization and Intercultural Competence)  
Dated Offered: By Request  
Anticipated Audience: All Members of the Dalhousie Community  
Duration: 1 Hour  
Delivery Method: In Person & Virtual

# Bystander Intervention

## **Anti-Racism Response Training**

This workshop unpacks the core concepts of active bystander intervention in the context of racial violence. The workshop explores the social construction of race, manifestations of racial violence, impact of harm, and anti-racist solidarity. Using a preventative approach, learners will review safety considerations, barriers to and enablers of action, and the 5D framework. Through a series of scenarios, learners explore various strategies and skills to intervene, support those who have been harmed, hold accountability, and commit to creating an anti-racist campus culture.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 3 hours

Delivery Method: In Person or Virtual

## **Waves of Change Bystander Training**

This program takes a prevention approach to addressing sexualized violence on campus. Participants are trained to recognize a range of sexually violent scenarios that commonly occur on post-secondary campuses. They learn various techniques to intervene either as bystanders or as a community to interrupt or stop sexual violence, support survivors, hold those who cause harm accountable for their actions, and transform the culture that allows violence to happen. The Waves of Change Program draws on participants' existing skills, knowledge, and creativity to facilitate broader strategies for social change.

Offered by: Human Rights & Equity Services

Facilitated by: Sexualized Violence Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 2.5 hours

Delivery Method: In Person or Virtual

# **EDIA in the Workplace**

## **Creating Connections and Reducing Incivility at Work**

Shared research findings documenting the personal, professional, and organizational benefits of “just being nice” at work. Sharing of easy-to-implement ways to foster positive connections at work – even when working remotely, and presentation of some common barriers to civil workplaces, focusing on the risk factors of experiencing incivility and what we can do when we see incivility. There will be ample time for discussion and dialogue around these issues, with an eye to connecting research to practice.

Offered by: Human Resources

Facilitated by: Dana Kabat-Farr (Instructor, Faculty of Management)

Date Offered: By Request

Anticipated Audience: All Employees

Duration: 1.5 Hours

Delivery Method: In Person & Virtual

## **Embracing an Inclusive Workplace**

In this foundational workshop, learners review Dalhousie’s mission and commitment to Inclusive Excellence and explore what inclusion can look, sound, and feel like in the workplace. Learners are guided through the foundations of exclusion and inclusion, while diving deeper into inclusive language, spaces, relationships, and policies. Learners are given the opportunity to utilize their new learnings by exploring scenarios and are then guided through developing their own commitment to building inclusion in their team and/or department.

Offered by: Human Rights & Equity Services

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Employees

Duration: 2-3 Hours

Delivery Method: In Person & Virtual

## **Equity, Diversity, Inclusion, and Accessibility in Faculty Recruitment**

Education session on EDIA in various stages of the recruitment process, unconscious bias, Dal's EE policy, conflict of interest, and immigration issues in hiring.

Offered by: Human Resources (Academic Staff Relations)

Facilitated by: HR Advisor

Date Offered: By Request

Anticipated Audience: Faculty Search Committees\*\*

Duration: 15-30 Minutes

Delivery Method: In Person & Virtual

\*\* This is required for CRC Search Committees and recommended for other search committees.\*\*

### **Fair and Equitable Hiring**

Education session on EDIA in various stages of the recruitment process, unconscious bias, Dal's Employment Equity policy, and conflict of interest. This module is featured in the Supervisory Development Program.

Offered by: Human Resources (Recruitment & Retention)

Facilitated by: HR Advisor

Date Offered: By Request

Anticipated Audience: Staff Search Committees

Duration: 30 Minutes- 3 Hours (Depending on Needs)

Delivery Method: Virtual

### **Focusing on the “A” in EDIA**

This presentation discusses access as an equity and social justice issue. Participants will have the opportunity to reflect on their practices with an aim towards excellence.

Offered by: Student Academic Success & Student Accessibility Center

Facilitated by: Assistant Vice-Provost of Student Engagement and Success and the Student Accessibility Centre

Date Offered: By Request

Anticipated Audience: Staff

Duration: 90 Minutes

Delivery Method: In Person & Virtual

### **Foundations of Diversity, Equity, And Inclusion in The Workplace (OLCD-IDEA0005)**

Designed to reflect Canadian content and history, this course will walk participants through real-life scenarios that may challenge their understanding and, in the process, give them the opportunity to earn a Dalhousie micro credential in Inclusive Communication Strategies. Engage at your own pace and supplement your learning with optional live Q&A sessions with the expert, instructor and course creator, Camille Dundas.

Offered by: Faculty of Open Learning

Date Offered: Enrollment Open

Facilitated by: Camille Dundas

Anticipated Audience: Faculty & Staff  
Duration: 4-8 Hours\*\*  
Delivery Method: Virtual (Asynchronous)

\*\*The course consists of approximately 4 hours of asynchronous content and 4 hours of Q & A sessions with the instructor (for groups over 50).\*\*

### **Hiring Across All Spectrums: Broadening Opportunities for 2SLGBTQIA+ Jobseekers**

An education session that teaches on barriers to employment for 2SLGBTQIA+ people, how to recruit from 2SLGBTQIA+ communities and creating an inclusive hiring process on gender expression, gender identity, and sexual orientation.

Offered by: [Pride at Work Canada](#)  
Anticipated Audience: All Employees  
Duration: 3 hours  
Delivery Method: Virtual

### **Inclusive Communications in The Workplace (OLCD-IDEA0002)**

This course focuses on the art of inclusive communications. Participants will identify barriers to effective inclusive communications, exploring how it can bridge differences and support organizational goals for advancing diversity and inclusion.

Offered by: Faculty of Open Learning & Career Development  
Date Offered: Fall & Winter Semesters  
Facilitated by: Crystal Taylor, Shakira Weatherdon and/or Jude Gerrard  
Anticipated Audience: Faculty & Staff  
Duration: 20 Hours\*\*  
Delivery Method: Virtual

\*\* This course is 20 learning hours inclusive of 4.5 hours of live sessions. It is recommended that learners spend approximately 6-7 hours per week on course materials (inclusive of the 1.5 hour live session).\*\*

### **Labour Market Experiences of 2SLGBTQIA+ Communities in Canada: Issues and Actions**

A workshop that teaches the experiences of 2SLGBTQIA+ employees and job seekers in Canada. How to develop solutions to your 2SLGBTQIA+ inclusion strategy and how to create an attractive culture for 2SLGBTQIA+ talent.

Offered by: [Pride at Work Canada](#)  
Anticipated Audience: All Employees

Duration: 3 hours

Delivery Method: Virtual

### **Optimizing Diverse Team Performance (OLCD-IDEA0003)**

This course supports learners as they gain insights into their own contributions to their team's effectiveness. Participants will foster a deeper understanding of the ways they can optimize diverse team contributions to organizational success. Team relationships are at the center of organizational success. Research evidence demonstrates that diverse teams lead to increased performance and higher profitability. To build a culture that fosters diversity, organizations must do the work to maximize on the benefits of the diversity on their teams. While organizations can reap the benefits that diverse teams bring to the workplace, they must also be prepared to respond to diverse team related challenges. This course will examine some of the challenges that diverse teams face and introduce strategies to optimize diverse team capabilities. Participants will not only gain insights into their own contributions to their team's effectiveness, they will also gain a deeper understanding of ways to leverage on the benefits that diverse teams contribute to organizational success. Following completion of this course, participants will be better positioned to optimize their team performance as well as optimize diverse teams. Participants will engage in group work, simulations, discussions and reflective practice activities that will provoke thought and generate new ideas that will enhance inclusive communication practices.

Offered by: Faculty of Open Learning & Career Development

Date Offered: Winter & Spring Semester

Facilitated by: Crystal Taylor, Shakira Weatherdon and/or Jude Gerrard

Anticipated Audience: Faculty & Staff

Duration: 20 Hours\*\*

Delivery Method: Virtual

\*\* This course is 20 learning hours inclusive of 4.5 hours of live sessions. It is recommended that learners spend approximately 6-7 hours per week on course materials (inclusive of the 1.5 hour live session).\*\*

### **Proud Practices for Employee Resource Groups**

A workshop that focuses on Employee group life cycle, Strategic planning for Employee resource groups, and creating an inclusive environment.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 3 hours

Delivery Method: Virtual



### **Rainbow Washing: Issues and Remedies**

An education session that teaches how showcasing rainbows without action can negatively impact an organization's brand among the 2SLGBTQIA+ communities, identifying the key factors influencing employment inequities of 2SLGBTQIA+ employees and job seekers and providing actionable best practices to build a sense of belonging for 2SLGBTQIA+ employees and jobseekers.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 1-1.5 hours

Delivery Method: Virtual

### **Understanding EDI: An Organization Imperative (OLCD-IDEA0001)**

This course will take a deep dive into the subjects of diversity and inclusion. It will provide participants with an increased understanding and confidence in engaging in conversations that highlight the urgency for advancing diversity and inclusion in this moment.

Offered by: Faculty of Open Learning & Career Development

Date Offered: Fall & Winter Semesters

Facilitated by: Crystal Taylor, Shakira Weatherdon and/or Jude Gerrard

Anticipated Audience: Faculty & Staff

Duration: 20 Hours\*\*

Delivery Method: Virtual

\*\* This course is 20 learning hours inclusive of 4.5 hours of live sessions. It is recommended that learners spend approximately 6-7 hours per week on course materials (inclusive of the 1.5 hour live session).\*\*

### **Uplifting Human Rights in the Workplace**

Centering the *Third Century Promise*, this workshop explores what promoting human rights looks, sounds and feels like in the workplace. Learners are guided through the foundations of human rights at a global, federal, and provincial level, unpacking key definitions, institutional policies, responsibilities and available supports for employees. Learners are given the opportunity to utilize their new knowledges by exploring scenarios and are then guided through developing their own commitment to uplifting human rights in their team and/or department.

Offered by: Human Rights & Equity Services

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Employees  
Duration: 2-3 Hours  
Delivery Method: In Person & Virtual

# Gender & Sexuality

## **Hiring Across All Spectrums: Broadening Opportunities for 2SLGBTQIA+ Jobseekers**

An education session that teaches on barriers to employment for 2SLGBTQIA+ people, how to recruit from 2SLGBTQIA+ communities and creating an inclusive hiring process on gender expression, gender identity, and sexual orientation.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 1-1.5 hours

Delivery Method: Virtual

## **Labour Market Experiences of 2SLGBTQIA+ Communities in Canada: Issues and Actions**

A workshop that teaches the experiences of 2SLGBTQIA+ employees and job seekers in Canada. How to develop solutions to your 2SLGBTQIA+ inclusion strategy and how to create an attractive culture for 2SLGBTQIA+ talent.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 3 hours

Delivery Method: Virtual

## **Making Meaningful Connections: Effective Communication for 2SLGBTQIA+ Inclusion**

An educational session that teaches employees about Inclusive workplace communications on gender expression, gender identity, and sexual orientation, what to do when you make a mistake and how to act in allyship with 2SLGBTQIA+ communities.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 1-1.5 hours

Delivery Method: Virtual

## **Man|Made**

This is a 5-week psychoeducational group for men that provides weekly facilitated dialogue, self-reflective conversations, and peer modelling around healthy masculinity and sexuality. The program aims to foster a space for peer connection and accountability. Man|Made is designed for both male peer leaders seeking to

contribute to creating a world without violence, and for men who have committed sexual violence.

Offered by: Human Rights & Equity Services

Facilitated by: Sexualized Violence Advisor

Dated Offered: September-October

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1.5 Hour Per Session (5 Sessions Total)

Delivery Method: In Person

### **Rainbow Washing: Issues and Remedies**

An education session that teaches how showcasing rainbows without action can negatively impact an organization's brand among the 2SLGBTQIA+ communities, identifying the key factors influencing employment inequities of 2SLGBTQIA+ employees and job seekers and providing actionable best practices to build bring a sense of belonging for 2SLGBTQIA+ employees and jobseekers.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 1-1.5 hours

Delivery Method: Virtual

### **Rethinking Gender: Trans Inclusive Spaces and Practices**

This self-directed program looks specifically at what it means to be inclusive of gender diversity, and what each one of us can do to be more inclusive of the transgender community. This online program takes us through a journey starting with the basics of what is meant when words like transgender, gender identity, and gender expression are said, then will address some of the common misconceptions about different issues before diving deeper into the subject to explore practical actions we can take to make our workplace and our communities more inclusive for people with diverse range of gender identities and expressions.

Offered by: Human Resources & Equity Educate

Facilitated by: Nolan Pike (Equity Educate)

Date Offered On Demand at: <https://nolan-s-school-805b.thinkific.com/courses/DAL-rethinking-gender-trans-inclusive-spaces-and-practices-0401>

Anticipated Audience: All Employees

Duration: 1-2 hours

Delivery Method: Virtual (Asynchronous)

# General EDIA

## **Certificate in Equity, Diversity, and Inclusion**

Offered by: Faculty of Open Learning

Date Offered: 4 Courses Offered throughout a Semester

Anticipated Audience: Faculty and Staff

Duration: 80 Hours

Number of Courses: 4 (20hr/course)

Delivery Method: Virtual

## **Collaborating Across Difference**

Based on the principles of EDIA, this workshop centers on building collaborative relationships as a vital part of both academic excellence and transformative change-making. Learners explore the social construction of difference and unpack how difference impacts our relationships to one another within and outside of the classroom. Through interactive activities, the workshop walks learners through promoting respect, establishing group expectations, ensuring fair and full participation, navigating conflict, and solving problems to promote an effective and enjoyable collaborative experience for all.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 2.5-3 hours

Delivery Method: In Person or Virtual

## **Cultivating Inclusive Communities**

In this foundational workshop, learners review Dalhousie's mission and commitment to Inclusive Excellence and brainstorm what this can look, sound, and feel like in the classroom, residence, sports teams and student groups. Learners are guided through the foundations of exclusion and inclusion, while diving deeper into inclusive language, spaces, relationships, and policies. Learners are given the opportunity to use their new learnings by exploring scenarios and are then guided through developing their own commitment to inclusion in our shared community.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1.5-2 hours

Delivery Method: In Person or Virtual

## **The Connection Between Microaggressions and Wellness**

This webinar recording explores microaggressions and how our world views impact inclusion at work.

Offered by: Human Resources

Facilitated by: Manager (Employment Equity)

Offered On Demand at: <https://dalus.sharepoint.com/sites/hr/SitePages/workplace-health.aspx>

Anticipated Audience: All Employees

Duration: 45 Minutes

Delivery Method: Virtual (Asynchronous)

## **EDIA Foundations**

In this foundational workshop, learners review the unique nature of EDIA in the context of Dalhousie, learning more about Dalhousie's mission and commitment to EDIA in the *Third Century Promise*. Learners are introduced to critical EDIA perspectives, explore strategies, and put their new learnings into practice by exploring scenarios. Encouraged to build their own EDIA vision, learners are given the opportunity to reflect on what creating more equitable, diverse, inclusive, and accessible university community could look, sound, and feel like.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 2-3 hours

Delivery Method: In Person or Virtual

## **Introduction to Intercultural Competency: Culturally Inclusive Classroom Spaces**

In this one-hour session, the facilitator will introduce the concept of intercultural competency in teaching and share some strategies focused on interaction and relationships that can be contextualized to create a culturally inclusive classroom space.

Offered by: Center for Learning & Teaching

Facilitated by: Educational Developer (Internationalization and Intercultural Competence)

Date Offered: November 2022

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1 Hour

Delivery Method: In Person & Virtual

### **Interpersonal And Intercultural Communication (OLCD-PALS0030)**

This course brings together the best theories and practices of communication between people in society. As the role of culture, identity, and perception is crucial in communication, we will start the course with exploring these concepts and examining how they shape the way people think, speak, and behave. You will also explore communication models, styles and strategies of effective communication, as well as critically analyze verbal and nonverbal behaviour. In addition, you will develop persuasion skills and techniques of managing emotions to become more confident and successful in communication. You will also learn to negotiate, avoid barriers to effective interpersonal and intercultural communication, and manage interpersonal conflicts in everyday life.

Offered by: Faculty of Open Learning & Career Development

Date Offered: Fall Semester

Facilitated by: Mayur Agravat

Anticipated Audience: All Members of the Dalhousie Community

Duration: 36 Hours\*\*

Delivery Method: Virtual

\*\* This online course is 36 learning hours over twelve weeks. It is recommended that students spend a minimum of 3 hours each week on course work. Students may choose to complete more hours of work on the course in order to explore the content in more depth.\*\*

### **Interrupting Unconscious Bias (OLCD-ADED0021)**

Although we all have biases, they can be difficult to discuss because we do not want to be judged based on our beliefs. Unconscious biases are just that; they are unknown to us and hidden deep within us. Issues can arise when we make decisions based on these ideas because biases are not facts. Rather, they are generalizations and pre-judgements about others and the world around us that can seem either positive or negative. It will have you looking inwards and digging deep into your beliefs, bringing them to the forefront so you can explore the ways in which your biases impact how you interact with others.

Offered by: Faculty of Open Learning & Career Development

Date Offered: Winter & Spring Semester

Anticipated Audience: All Members of the Dalhousie Community

Duration: 12 Hours

Delivery Method: Virtual (Asynchronous)

## **Language and Its Use in Diverse Higher Education**

A series of interactive session where participants will work with examples of (critical) discourse in course syllabi through the lenses of CDA (Critical Discourse Analysis) and humanizing course syllabus and reflect how purposeful and intentional revision of language can help mitigate barriers to exceptional student experience (Pillar 1-Dalhousie Strategic Plan 2021-2026 Third century Promise).

Power of Language: Reviewing Discourse of Syllabi (1 of 2 workshop)

Language of Power- Reflecting on Power Dynamics in Classroom Interactions (2 of 2 workshop)

Offered by: Center for Learning & Teaching

Facilitated by: Educational Developer (Internationalization and Intercultural Competence)

Date Offered: 2022, 2023

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1 Hour/ Workshop

Delivery Method: In Person & Virtual

## **Making Meaningful Connections: Effective Communication for 2SLGBTQIA+ Inclusion**

An educational session that teaches employees about inclusive workplace communications on gender expression, gender identity, and sexual orientation, what to do when you make a mistake and how to act in allyship with 2SLGBTQIA+ communities.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 1-1.5 hours

Delivery Method: Virtual

## **Making Meaningful Connections: Effective Communication for Gender Identity and Expression Inclusion**

An educational session that teaches employees about inclusive workplace communications on gender expression and, gender identity, the experiences of trans, non-binary, and gender diverse employees and job seekers in Canada and how to act in allyship with trans, non-binary, and gender diverse communities.

Offered by: [Pride at Work Canada](#)

Anticipated Audience: All Employees

Duration: 1-1.5 hours

Delivery Method: Virtual



### **Navigating Culture with Care**

This introductory workshop offers learners a space to have constructive dialogues around engaging with cultural differences in a post-secondary context. Learners will not only explore the social construction of culture and cultural difference, but also unpack concepts such as cultural inclusivity, awareness, sensitivity, humility, and safety. Through facilitated discussion, the workshop will explore individual and collective strategies to expand our cultural dexterity in the creation of communities of care.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 2 Hours

Delivery Method: In Person or Virtual

### **Rethinking Gender: Trans Inclusive Spaces and Practices**

This self-directed program looks specifically at what it means to be inclusive of gender diversity, and what each one of us can do to be more inclusive of the transgender community. This online program takes us through a journey starting with the basics of what is meant when words like transgender, gender identity, and gender expression are said, then will address some of the common misconceptions about different issues before diving deeper into the subject to explore practical actions we can take to make our workplace and our communities more inclusive for people with diverse range of gender identities and expressions.

Offered by: Human Resources & Equity Educate

Facilitated by: Nolan Pike

Date Offered On Demand at: <https://nolan-s-school-805b.thinkific.com/courses/DAL-rethinking-gender-trans-inclusive-spaces-and-practices-0401>

Anticipated Audience: All Employees

Duration: 1-2 hours

Delivery Method: Virtual (Asynchronous)

### **Strategies for Implementing EDI Initiatives (OLCD-IDEA0004)**

This course provides a framework for building a diversity and inclusion strategy from the start to finish. This is particularly important as changing demographics, talent shortages, equity disparities and a variety of economic challenges have underscored equity, diversity and inclusion as business and service imperatives.

Offered by: Faculty of Open Learning & Career Development

Date Offered: Winter & Spring Semester  
Facilitated by: Crystal Taylor, Shakira Weatherdon & Jude Gerrard  
Anticipated Audience: Faculty and Staff  
Duration: 20 Hours\*\*  
Delivery Method: Virtual

\*\* This course is 20 learning hours inclusive of 4.5 hours of live sessions. It is recommended that learners spend approximately 6-7 hours per week on course materials (inclusive of the 1.5 hour live session)\*\*

### **Several “Difficult Conversations” Workshops**

Tailored to the needs of each audience, these sessions focus on intercultural communication (difficult conversations that emerge from differing expectations of expressive behaviors), some on relationships/trust/communication, some on “hot topics and hot moments,” etc.

Offered by: Center for Learning & Teaching  
Facilitated by: Senior Educational Developer (Anti-Oppressive and Transformative Education)  
Date Offered: By Request  
Anticipated Audience: Faculty  
Duration: 1 Hour  
Delivery Method: Virtual

### **Understanding Diversity and Inclusion (OLCD-ADED0013)**

Adult learners represent a wide range of diverse backgrounds, ages, lifestyles, races, abilities, religions, etc. Adapting the necessary skills and knowledge to effectively facilitate inclusion in adult education settings is becoming a required skill for all adult educators. Educators are being asked to re-examine our own assumptions--about our learners, our course content, our learning settings, and even ourselves. Our collective ability to respond to, and be enriched by, these challenges will determine the success of our adult education practice.

Offered by: Faculty of Open Learning & Career Development  
Date Offered: Fall & Spring Semesters  
Facilitated by: Crystal Taylor  
Anticipated Audience: All Members of the Dalhousie Community  
Duration: 12 Hours\*\*  
Delivery Method: Virtual

\*\*This course is 12 learning hours including 4.5 hours of live sessions. It is recommended that learners spend approximately 4 hours per week on this course, including the 1.5 hour live session.\*\*

## **Understanding & Navigating Microaggressions**

This workshop offers learners a comprehensive understanding of the root causes, manifestations and impacts of microaggressions in a post-secondary context. Centering an array of identities and experiences, learners not only explore different kinds of microaggressions but also unpack the implicit messages behind them and share their first-hand experiences of navigating them. Through facilitated discussion, the workshop creates a space for learners to explore basic intervention strategies, including allies trying to disrupt microaggressions, those who have caused harm and those experiencing harm.

Offered by: Office of Equity & Inclusion

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1.5-2.5 hours

Delivery Method: In Person or Virtual

# Indigenization & Decolonization

## **Indigenous Research: The Expanding Circle**

This session is for researchers including faculty members and graduate students, who want to learn more about taking part in Indigenous research. Whether you teach a research methods course within your discipline, are involved with Indigenous research, or are simply interested in the topic, this session is for you. Indigenous research involves many considerations, including the beliefs and attitudes that guide our actions as researchers. Join this 1-hour virtual session to discuss research paradigms, positionality, and ways to cultivate respectful research partnerships. Relevant resources will be shared, and participants will have the opportunity to ask questions relating to their own research practices or goals.

Offered by: Center for Learning & Teaching

Facilitated by: Indigenous Research Advisor (Office of Research Services) & Education Developer (Indigenous Knowledges and Ways of Knowing, Center for Learning & Teaching)

Date Offered: May 2023

Anticipated Audience: Researchers (Faculty & Graduate Students)

Duration: 1 Hour

Delivery Method: Virtual

## **Indigenous Teaching and Learning Perspectives (OLCD-ADED0039-008 & 009)**

This course has been developed through decolonizing practices for the collective learning experience. It moves beyond the superficial inclusion of Indigenous content, through employing the intention of embedding sustainable Indigenous principles into the development, structure and delivery of the course. Class interactions are adapted to reflect Indigenous values and orientations, as well as teaching and learning practices. It has been designed for the collective engagement of the entire class, while the opportunity for individual learning and growth is shared, supported and encouraged.

Offered by: Faculty of Open Learning & Career Development

Facilitated by: Jude Gerrard

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1 Hour

Delivery Method: Virtual

## **Indigenous Topics and Decolonial Pedagogies**

This session aims to help guide graduate students and Teaching Assistants in their approach to such conversations and engagement with Indigenous course materials. Decolonial pedagogies will also be discussed and by the end of the session,

graduate students will be able to identify decolonial strategies that can be implemented within their own student interactions and teaching practices.

Offered by: Center for Learning & Teaching

Facilitated by: Education Developer (Indigenous Knowledges and Ways of Knowing)

Date Offered: By Request

Anticipated Audience: Graduate Students & Teaching Assistants

Duration: Various

Delivery Method: In Person & Virtual

### **Reconcili(Action): Engaging Indigenous Knowledges & Decolonial Pedagogies**

The model of this course is based on the Circle of Courage which details four primary components of Indigenous educational processes: belonging, mastery, independence, and generosity. Indigenous conceptions of these four components will be used to guide our in-person discussions and overall learning within the course. In the final module, we will be bringing these components together to honour “All Our Relations” in a land-based ceremony that will be led by a Mi’kmaq Pipe Carrier.

Offered by: Center for Learning & Teaching

Facilitated by: Education Developer (Indigenous Knowledges and Ways of Knowing)

Date Offered: By Request

Anticipated Audience: Faculty

Delivery Method: In Person

### **Treaty-Informed Teaching: A Starting Point for Reciprocal Relations**

This course will focus on understanding Mi’kmaq treaty perspectives and the history of treaty making and implementation in Mi’kma’ki, to assist faculty members in reflecting on what it means to be a treaty person within the context of their work at Dalhousie. This course is designed for educators including faculty members who are new to Mi’kma’ki and for those who want to deepen their understanding of Mi’kmaq-settler treaty relations.

Offered by: Center for Learning & Teaching

Facilitated by: Education Developer (Indigenous Knowledges and Ways of Knowing)

Date Offered: By Request

Anticipated Audience: Faculty

Delivery Method: In Person or Virtual

### **What It Means to be A "Treaty Person": Graduate Student Roles and Responsibilities in Reconciliation**

This workshop is for graduate students and post-docs who want to deepen their understanding of what it means to be a treaty person within the context of their work at Dalhousie. By the end of this session participants will be able to:

- Describe and contextualize central events surrounding the history of treaty making in Nova Scotia.
- Identify the spirit & intent of the peace and friendship treaties.
- Write and deliver their own personalized territory acknowledgement.

Offered by: Center for Learning & Teaching

Facilitated by: Education Developer (Indigenous Knowledges and Ways of Knowing)

Date Offered: Fall 2023

Anticipated Audience: Graduate & Post-Doc Students

Duration: 1 Hour

Delivery Method: In Person or Virtual

# Trauma-Informed Care

## **Creating and Supporting Trauma-Informed Environments**

The emotional response that lasts because of a traumatic event causes stress and unpredicted emotions. The purpose of this workshop is to build trauma awareness and learn how to build trauma-informed environments. The workshop will include how to apply the key principles of trauma-informed practice (Safety, Trustworthiness, Choice, Collaboration and Empowerment) and sessions will also explore how staff can mitigate the effects of working in trauma exposed and/or stressed environments.

Offered by: Human Resources

Facilitated by: Tanya Grant (Instructor, School of Social Work)

Anticipated Audience: All Employees

Duration: 10.5 Hours

Delivery Method: Virtual

## **Trauma-Informed Practice Resources**

A page of concise resources by topic, like speaking to children about trauma and creating trauma safe spaces.

Offered by: Human Resources

Offered On Demand at: <https://dalu.sharepoint.com/sites/hr/SitePages/trauma-resources.aspx>

Anticipated Audience: All Employees

# University Policies, Supports & Resources

## **Addressing Workplace Concerns**

This workshop introduces participants to university supports and resources in response to a wide range of workplace concerns.

Offered by: Human Rights & Equity Services & Human Resources

Facilitated by: Director (Human Rights & Equity Services) & Assistant Vice-President (Human Resources)

Date Offered: By Request

Anticipated Audience: Faculty & Staff

Duration: 60 Minutes

Delivery Method: In Person or Virtual

## **Dalhousie Census Report**

Explore census data in our training aligned with the university's commitment to Equity, Diversity, Inclusion, and Accessibility. Equip your leadership team with insights from employee and student data analysis to enhance strategic planning and foster positive outcomes.

Offered by: Analytics and the Office for Equity & Inclusion

Facilitated by: Senior Advisor and Manager (Equity & Inclusion Data)

Date Offered: By Request

Anticipated Audience: Departments and Committees

Duration: 30 Minutes + Q&A

Delivery Method: In Person & Virtual

## **Dalhousie Employment Equity Federal Contractors Program (FCP) Report**

The core goal of Employment Equity is to ensure the complete inclusion of all designated groups in the workforce, reflecting their availability. Introduce your leadership team to the faculty and staff data and analysis at your disposal, bolstering strategic planning and driving desired outcomes.

Offered by: Analytics and the Office for Equity & Inclusion

Facilitated by: Senior Advisor and Manager (Equity & Inclusion Data)

Date Offered: By Request

Anticipated Audience: Departments and Committees

Duration: 30 Minutes + Q&A

Delivery Method: In Person & Virtual



### **Employment Equity and the Search Process**

Education session for senior admin search committees related to the Employment Equity Policy and its application.

Offered by: Human Resources (Executive Recruitment)

Facilitated by: Director (Executive Recruitment and Employment Equity) or Executive Recruitment Advisor

Date Offered: By Request or Commencement of Search

Anticipated Audience: Senior Administration Search Committees

Duration: 20-30 Minutes

Delivery Method: Virtual

### **Employment Equity Plan Implementation**

This training employs EDIA lens in recruitment, retention, and related processes. The session takes a deeper dive into the employment equity plan's priorities and actions.

Offered by: Human Resources

Facilitated by: Manager (Employment Equity)

Date Offered: Once Quarterly

Anticipated Audience: All Dal Employees

Duration: 3 Hours

Delivery Method: Person or Virtual (Alternates)

### **Employment Equity Plan: Rights and Responsibilities**

The session aims to raise awareness of equity-deserving employees of their rights and discusses shared responsibility in ensuring and requiring the Employment Equity Plan implementation. It explores how the Employment Equity Plan can protect EDGs from the impact of discrimination in employment, and helps identify where and how to find support.

Offered by: Human Resources

Facilitated by: Manager (Employment Equity) and HR Advisor

Date Offered: Once Quarterly

Anticipated Audience: Equity-Deserving Employees

Duration: 3 Hours

Delivery Method: In Person & Virtual (Alternates)

### **Human Rights and Equity Services 101**

This workshop introduces the mission, staff, services, policies, and procedures that encompass Human Rights & Equity Services at Dalhousie. This includes a brief overview of key concepts like discrimination, harassment, and the duty to accommodate, in addition to reviewing university policies like the Employee Equity

Policy, Sexualized Violence Policy, Gender Affirmation Policy and more. Learners are also introduced to HRES' referral processes, education and outreach initiatives, and other resources available to help support the university community.

Offered by: Human Rights & Equity Services

Facilitated by: Education Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 1-2 Hours

Delivery Method: In Person or Virtual

### **Responding to Disclosures**

This workshop introduces Dalhousie's Purple Folder – a guide to responding to disclosures of sexualized violence. Participants will understand how to respond to a disclosure from a trauma-informed and survivor-centred perspective, ensuring survivor safety and choice is maintained.

Offered by: Human Rights & Equity Services

Facilitated by: Sexualized Violence Advisor

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 2 Hours

Delivery Method: In Person or Virtual

### **The –isms in Policy, Admissions, Procedures, etc.**

Offered by: Center for Learning & Teaching

Facilitated by: Senior Educational Developer (Anti-Oppressive and Transformative Education)

Date Offered: By Request

Anticipated Audience: All Members of the Dalhousie Community

Duration: 60-90 Minutes

Delivery Method: Virtual

# Contact Information

## Center for Learning & Teaching

Killam Library, Suite G90  
Halifax, Nova Scotia B3H 4R2  
(902) 494-1622  
Fax: (902) 494-3767  
Email: [clt@dal.ca](mailto:clt@dal.ca)  
Website: <https://www.dal.ca/dept/clt.html>

## Faculty of Opening Learning & Career Development

1459 LeMarchant Street, Suite 2201, (2nd Floor)  
PO Box 15000  
Halifax, NS B3H 4R2  
Phone: 902-494-2526  
Email: [openlearning@dal.ca](mailto:openlearning@dal.ca)  
Website: <https://www.dal.ca/faculty/open.html>

## Human Resources

Henry Hicks Building, Room 150 and Room 21  
6283 Alumni Crescent  
Phone: 902-494-3700  
Email: [hr@dal.ca](mailto:hr@dal.ca)

Cumming Hall, Room 212  
6 Cumming Drive, Truro, NS  
Phone: 902-893-2358  
Email: [hr@dal.ca](mailto:hr@dal.ca)

Website:  
[https://www.dal.ca/dept/hr.html?gad\\_source=1&gclid=CjwKCAiAuNGuBhAkEiwAGld4aooSmLdk6dsUkbt9ZEzT73WsDhP8uv-kfAALge95r7AkkqAy7GlubhoC43AQAvD\\_BwE](https://www.dal.ca/dept/hr.html?gad_source=1&gclid=CjwKCAiAuNGuBhAkEiwAGld4aooSmLdk6dsUkbt9ZEzT73WsDhP8uv-kfAALge95r7AkkqAy7GlubhoC43AQAvD_BwE)

## Human Rights & Equity Services

Macdonald Building, 4th Floor  
6257 Alumni Crescent  
Halifax, NS B3H 4R2  
Phone: (902) 494-6672  
Email: [HRES@dal.ca](mailto:HRES@dal.ca)  
Website: <https://www.dal.ca/dept/vpei/hres.html>

## **Office for Equity & Inclusion**

Henry Hicks Administration Building, Suite 228  
6283 Alumni Crescent  
Halifax, NS B3H 4J1  
Phone: (902) 494-6672  
Email: [HRES@dal.ca](mailto:HRES@dal.ca)  
Website: <https://www.dal.ca/dept/vpei.html>

## **Pride at Work**

E-Learning: <https://prideatwork.ca/elearning/>  
Reports, Guides & Toolkits: <https://prideatwork.ca/programs/resources/>  
Training Sessions: <https://prideatwork.ca/training/>  
Webinars: <https://prideatwork.ca/programs/webinar/>  
Podcasts: <https://prideatwork.ca/ub-podcast/>

## **Student Affairs**

Henry Hicks Academic Administration Building, Suite 324–329  
6299 South Street  
P.O. Box 15000  
Halifax, NS B3H 4R2  
Phone: 902-494-8021  
Email: [student.affairs@dal.ca](mailto:student.affairs@dal.ca)  
Website: [https://www.dal.ca/campus\\_life.html](https://www.dal.ca/campus_life.html)

## **Student Accessibility Center**

Killam Library Atrium, Room G28  
6225 University Avenue  
Phone: 902-494-2836  
Email: [access@dal.ca](mailto:access@dal.ca)  
Website: [https://www.dal.ca/campus\\_life/academic-support/accessibility.html](https://www.dal.ca/campus_life/academic-support/accessibility.html)

