

Dalhousie University **Pathway Programs**

Phase One: Supports for African Nova Scotian Undergraduate Students



DALHOUSIE
UNIVERSITY



ACKNOWLEDGEMENTS



The Office for Equity and Inclusion would like to express its heartfelt thanks to everyone who participated in this project. The collective efforts were a demonstration of One Dal.

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We are grateful to all the faculties and non-academic staff at Dalhousie University who participated in the presentations, the facilitation, and in providing the data for this document. The information in this document is not that of the Office for Equity and Inclusion but what was provided to us from the various units and the workshops held.

Special thanks go to Krystle Henry, who coordinated, facilitated, and recorded the workshop presentations. Many thanks to Leah Mabhurukwa, who worked with all the faculties to compile the data and create this document. We are also grateful to members of the Office of the Vice-Provost, Equity and Inclusion team, who reviewed the manuscript and provided feedback as well as the Communications, Marketing & Creative Services team for working with us to design and present this document to you.

A handwritten signature in black ink that reads "Theresa Rajack-Talley". The signature is written in a cursive, flowing style.

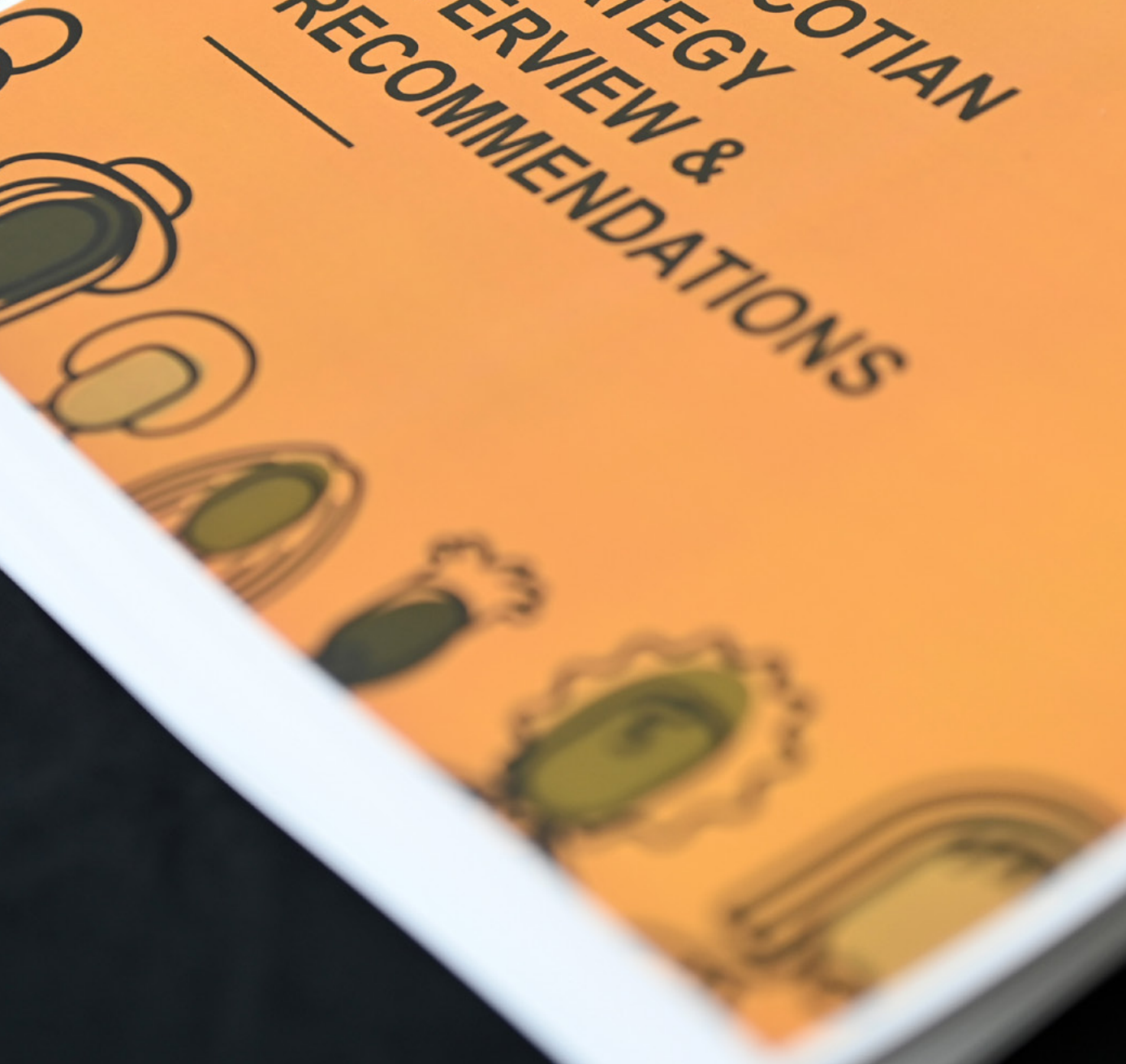
Theresa Rajack-Talley, PhD
Vice-Provost, Equity and Inclusion



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**AFRICAN
NOVA SCOTIAN
STRATEGY
OVERVIEW &
RECOMMENDATIONS**



BACKGROUND

Issues of equity, diversity, inclusion, and accessibility (EDIA) remain a top priority at Dalhousie University and influence our approach to strategic planning, academic affairs, policies, processes, and programs.

Dalhousie Strategic Plan 2021-2026: Third Century Promise also recognizes the African Nova Scotian communities as one of the priority communities for Dalhousie, along with the Mi'kmaq/Indigenous community. As such, this project focused on the need for, and quality of, distinct holistic student recruitment and retention for these two groups.

The project recognized that many of the needs and gaps related to recruitment and retention of students from the African Nova Scotian community has already been identified in multiple prior institutional reports¹ created from research and meetings with key stakeholders (faculty, staff, students, community). Specific to African Nova Scotian students see the [African Nova Scotian Strategic Report](#).

Some of the recommendations from the reports have been met through Dalhousie's various initiatives and programs (some of which are Pathway Programs) as well as support services, resources, and opportunities for diverse students. These initiatives, supports and programs are scattered throughout Dalhousie and there is no one site or document that provides this information, creating a gap in communication and

collaboration amongst the relevant stakeholders.

Therefore, the objective of this project is to coordinate the sharing of this information by collecting and collating the information into one document.

To achieve the objective, a series of workshops were conducted which led to a comprehensive list of academic offerings and student support across Dalhousie. During the workshops, specific and detailed recommendations specific to each group on how to move forward were discussed and centered on what the university can update or improve in its policies and processes to further remove barriers for African Nova Scotian students, consolidating the suggestions/plans from the said two strategic reports and others.

The project and this document allow for improved coordination, collaboration, and communication of all the initiatives, programs, and support available at Dal for African Nova Scotian students. A more coordinated approach will better leverage human and financial resources to address specific equity issues experienced by the two groups – A One Dal Approach.

1 In the past 30 years, Dalhousie has commissioned, or been presented with, several reports including, but not limited to [Diversity & Inclusiveness Strategy](#), the [President's proclamation of the International Decade of People of African Descent 2015-2024](#), [A Report from the Committee on Aboriginal and Black/African Canadian Student Access and Retention: A Focus on Financial support](#), [Report on Lord Dalhousie's History on Slavery and Race, Breaking Barriers: Report on the Task Force on Access for Black and Native People \(Sept. 1989\)](#) and [Promoting Success for Aboriginal students: An inventory of programs and services at Dalhousie and a review of Best practices \(Feb. 2011\)](#). The University Senate has committed to prioritizing discussion and action concerning recommendations derived from these reports, including the need for a holistic review of admission practices, through the work of its sub-committees.

PATHWAY PROGRAMS

TRANSITION YEAR PROGRAM (TYP)

The [Transition Year Program](#) was launched in 1970 with the goal of increasing the successful participation of Black and Indigenous students who are ready to make a commitment to learning. The program has been helping students successfully prepare for university ever since.

Courses

This program offers courses that are designed to give you the academic and life skills foundation you need for a successful transition to the academic university environment.

Required courses include:

- Academic Writing
- Black Studies
- Math
- Strategies for University Learning
- Indigenous Studies

Supports and Services

The program provides free tuition, texts and some cost of living for students. When students have successfully completed the eight-month program, they receive a tuition fee waiver for their first undergraduate degree.

Contact details:

Isaac Saney, Director TYP
Issac.Saney@dal.ca, openlearning@dal.ca

FORMER YOUTH IN CARE

Tuition Waiver for Former Youth-In-Care

Dalhousie University has introduced a [Tuition Waiver for Former Youth-in-Care](#) that supports former youth-in-care who face unique and multiple barriers to accessing and persisting in post-secondary education. Approximately 10 tuition waivers are awarded to former youth-in-care for undergraduate studies at Dalhousie.

Preference will be given to individuals with experience in the Nova Scotia child welfare system – including Mi'kmaw Family and Children's Services of Nova Scotia – as defined by the Children and Family Services Act, 2017; or who have received services through the Department of Community Services, Youth Services Program, or equivalent to in your province or territory.

Contact details:

Jennifer Hann, Jennifer.Hann@dal.ca

IMHOTEP'S LEGACY ACADEMY (ILA)

Imhotep's Legacy Academy (ILA) is an academic enrichment program affiliated with Dalhousie University for Grades 6 -12 students of African descent. The program aims to increase the representation of African Canadians in STEM (Science, Technology, Engineering, and Math) professions. ILA provides its participants with an enriching blend of real-world learning projects, skill-building and leadership development activities as well as tutoring support. ILA programming is offered to students at three levels of their education:

Programming offered at different levels:

JUNIOR HIGH SCHOOL:

- FIRST LEGO League Program
- After School Program
- ILA Coding Program

JUNIOR & HIGH SCHOOL:

- Encouraging Vaccine Confidence Initiative
- STEM Quiz Tournament

HIGH SCHOOL:

- Virtual School Program
- LA Coding Program

UNIVERSITY:

- Research Scholarships & Internships
- Imhotep's Learning Community

Supports and Services

- Scholarships:
 - ILA-TD Opportunity Scholarship, valued at up to \$5,000, is a four-year renewable scholarship for students in grades 7-12 who plan to enter Dalhousie University for science, technology, engineering, or math (STEM) field of study.
 - Summer Student Research Scholarships - valued at \$6,500. Scholarships for students interested in conducting summer research in Computer Science, Dentistry, Engineering, Health, or Science.
 - Summer Studentships for non-medical Students - valued at \$5,000. Scholarships for students interested in conducting summer research in Medicine.
 - Walker Emergency Microbursary- valued at \$500 each academic term. Emergency funds are available within 2-5 business days to students in need.
- Mentors and tutors are available to assist students.

Contact details:

imhotep@dal.ca

PROMOTING LEADERSHIP IN HEALTH FOR AFRICAN NOVA SCOTIANS (PLANS)

PLANS seeks to increase the representation of African Nova Scotians and African Canadians in the health professions through recruitment and retention, community collaborations and partnerships to improve health outcomes within the African Nova Scotian community.

PLANS offers programming (e.g., summer camp, mentorships), resources (e.g. health program and career information), and attends community and school events to provide health career preparation and support to:

- youth in junior high and high school, including parents/families
- community members, education and health organizations
- current post-secondary students
- teachers, student support workers, and guidance counsellors
- post-secondary staff and faculty

Programing

PLANS includes a high school co-op program that provides health career preparation and support to youth from African Nova Scotian and African Canadian communities. The initiative gives participants the opportunity to explore various health professions, engage in hands-on activities, connect with mentors, and learn about admission pathways to post-secondary health programs. It also allows the students to connect with other youth who share

similar goals of entering health programs. The co-op program provides students with academic credit for their participation as well as a scholarship to apply toward future learning.

PLANS also provides summer programming for youth from the African Nova Scotian/Canadian community.

- The African Nova Scotian Health Sciences Summer Camp was established in 2014 for African Nova Scotian students from across Nova Scotia in Grades 8-11 who are interested in a career in health are invited to apply for this camp. The purpose of the camp is to increase interest in the health professions within the Black community. The camp will introduce youth to a variety of health professions through fun, hands-on and interactive programming. The camp will also consist of personal development, cultural and recreational activities such as African drumming, swimming and other outdoor activities.
- PLANS Prep Institute (PPI) was established in 2017 for Grade 10, 11 & 12 students entering university or college, in the final years of high school, or past camp participants. This camp explores skills to help students succeed in their first years of post-secondary, issues of Black health and community wellness, and explore health careers a little more in depth.

Supports And Services

PLANS provides mentorship in a variety of ways to members of the African Nova Scotian community. From community or school presentations, individual meetings with advisors or health professionals from the community, or group mentoring sessions related to specific communities of practice (i.e. current medical students, nursing students).

There are a number of resources available for academic support – PLANS offers sessions on diverse topics to ensure you succeed. Topics include:

- Studying skills
- Time Management
- Research Skills
- MCAT Info sessions
- Interview preparation
- Sophia B. Jones Mentorship Program

PLANS seeks to support students of African descent in health-related programs by offering opportunities

for cultivating and fortifying a sense of community – one of the ways this is achieved, is through our student groups. PLANS oversees three different student groups at Dalhousie, each of which centres around a particular area of focus:

- **Atlantic Association of Black Aspiring Physicians (AABAP)** - a community of students interested in becoming a physician.
- **Health Association of African Canadians-Student Organization (HAAC-SO)** - brings students together to create a community of learning centered around Black health issues, career development and community engagement.
- **Community of Black Students in Nursing (CBSN)** - a community of Black students involved in the field of Nursing.

Contact details:

Program Manager, PLANS
plans@dal.ca



INDIGENOUS BLACKS & MI'KMAQ (IB&M) INITIATIVE

The Indigenous Blacks & Mi'kmaq (IB&M) Initiative at the Schulich School of Law was established in 1989 for increasing representation of Indigenous Blacks and Mi'kmaq in the legal profession in order to reduce discrimination. The Initiative involves community outreach and recruiting, provides financial and other support to students, develops scholarship in the areas of Aboriginal law and African Canadian legal perspectives, and promotes the hiring and retention of graduates.

Since the inception of the IB&M Initiative, more than 230 Black and Indigenous graduates have gone on to pursue careers with private law firms, the judiciary, community organizations and government. They have taken up a range of leadership roles across Nova Scotia and beyond. The IB&M Initiative has been nationally recognized on numerous occasions as a model for diversity in legal education.

Recruitment

Potential applicants are encouraged to attend an LSAT Prep/IB&M Information Session. The IB&M Initiative hosts two of these joint sessions twice per year, once in the fall term and once in the winter term. If you have any questions about the IB&M Initiative admissions process or would like to sign up for the LSAT Prep/IB&M Information Sessions, do not hesitate to contact ibandm@dal.ca for more information.

Admissions

The IB&M Initiative has 12 first-year seats reserved within the incoming first-year class. Each year, our main goal is to divide these seats evenly between the following two communities:

- **Indigenous Black Nova Scotians**, that is, individuals who are Black and were born and raised in Nova Scotia, or who have a substantial connection with a historically Black community in Nova Scotia, or
- **Mi'kmaq**, that is, individuals who are Mi'kmaq and were born and raised in Mi'kmaqi, or have a substantial connection with a Mi'kmaw community in Mi'kma'ki.

Applying for the IB&M Initiative involves the same steps as applying to the Dalhousie University Schulich School of Law. Students need to indicate their desire to be considered for admission through the IB&M Initiative category, both in their application and their personal statement.

The IB&M Initiative prioritizes the admission of Indigenous Black Nova Scotians and Mi'kmaq students. However, we also encourage Black and Aboriginal students from other communities across Canada to apply to Dalhousie University's Schulich School of Law through the IB&M Initiative category. In any given year, if spaces are still available after all qualified Indigenous Black Nova Scotian and Mi'kmaw students were admitted, other Black and Aboriginal students, i.e., who are not considered Indigenous Black Nova Scotian or Mi'kmaq, may be admitted through the IB&M Initiative category.

If you are selected for an interview, we will contact you by the end of March. Interviews are ideally done in person; however, a telephone interview can be arranged if an applicant lives too far away from Halifax.

The Pre-Law course takes place every year over a four-week period (usually in May) and is meant for applicants who receive conditional offers of admissions. Student attendance is mandatory. The focus of Pre-Law is to provide an intensive introduction to the legal research, reasoning and writing skills that are critical to succeeding at the law school. Students must successfully complete the Pre-Law course to gain admission to the law school through the IB&M Initiative category. There is no tuition cost for the course, and all course material is provided to the student.

Supports and Services

Students who gain admission through the IB&M Initiative category will have access to a number of services and supports, including, but not limited to:

- Culturally relevant counselling;
- The Nova Scotia Barristers Society's Mentorship Program;
- Exclusive internship and articling opportunities;
- Peer-to-peer tutoring;
- IB&M Initiative events throughout the year; and
- Partial funding for tuition and books and/or partial living allowance for students within the Indigenous Black Nova Scotian or Mi'kmaq communities based on individual need. Eligible students should submit a funding application to the IB&M Standing Committee.

Contact details:

Kelsey Jones, Director, Indigenous Blacks & Mi'kmaq Initiative, Schulich School of Law, kelsey.jones@dal.ca

IB&M Administrative Assistant, ibandm@dal.ca



RESOURCES

SCHOLARSHIPS AND BURSARIES

On-Campus Resources

Please note:

The list below provides an overview of the scholarships and bursaries available specifically for African Nova Scotian students. These funds do not include departmental operating, undesignated and special purposes funds. For more information, please reach out to the relevant department administrator. As of March 2022, these are the current scholarships available for the 2022/2023 academic year:

Name	Faculty	Community of students	How to Apply
Anita Garbarino Girard Pathways	Pathways Program - Medicine or Health	Indigenous and/or African Nova Scotian students	Please contact the Global Health Office at gho@dal.ca for more information
Graduate English Memorial Scholarship	English, Faculty of Arts & Social Sciences	Indigenous or other racially visible students	Department (English) sends out an email and asks students to apply - questions can be directed to the department of English
Dr. Calvin W. Ruck Scholarship in Social Work	Social Work, Faculty of Health	Social Work	Through School of Social Work - questions can be directed to department of social work
Judge Corrine Sparks Award in Law (DBLSA Award)	Schulich School of Law	Black students - member of Dalhousie Black Student Association	Through the Schulich School of Law - questions can be directed to the Schulich School of Law
H.A.J. Wedderburn Scholarship in Law	Schulich School of Law	Black Nova Scotian students	Through the Schulich School of Law - questions can be directed to the Schulich School of Law
Senator Donald Oliver Bursary for Black Canadian Students	All Faculties	Black students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Jeff & Martha Edwards Scholarship for Black Cdn / Bermudian Students	All Faculties	Black African Canadian students or Black students born in Bermuda	General Entrance Award Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
TD Black Student Opportunity Scholarship	STEM faculties/ program	Students of African descent/Black/ African Nova Scotian students who participated in ILA	https://cdn.dal.ca/content/dam/dalhousie/pdf/faculty/science/imhotep/Imhotep-TD-Bank-Opportunity-Scholarship-Appl_2021-22.pdf
Rt Honourable Robert L Stanfield Bursary Fund	All Faculties	Black Nova Scotian students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office. (awards@dal.ca)
Computer Science Bursary for Black Canadian or Indigenous Students	Faculty of Computer Science	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office. (awards@dal.ca)
Dept Political Science Bursary for Black/ African Canadian or Indigenous Students	Political Science, Faculty of Arts & Social Sciences	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
English Bursary for Black or Indigenous Students	English, Faculty of Arts & Social Sciences	Black & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)

Name	Faculty	Community of students	How to Apply
FSPA Music Bursary for Black & Indigenous Students	FSPA Music, Faculty of Arts & Social Sciences	Black & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
History Bursary for Black or Indigenous Students	History, Faculty of Arts & Social Sciences	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Nursing Bursary for Black/African Canadian or Indigenous Students	Nursing, Faculty of Health	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Johnson Pathway Scholarships	Faculty of Medicine, Health, Dentistry	African Nova Scotian & Indigenous students	https://medicine.dal.ca/departments/core-units/global-health/equity-diversity-inclusion/entrance-requirements-diversity-bursary-form.html
Smallman Family Pathways Scholarship	Faculty of Medicine, Health, Dentistry	African Nova Scotian & Indigenous students	Please contact the Global Health Office at gho@dal.ca for more information
Biology Bursary for Black & Indigenous Students	Biology, Faculty of Science	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Chemistry Bursary for Black/African Canadian or Indigenous Students	Chemistry, Faculty of Science	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Psychology & Neuroscience Bursary for Black/African Canadian or Indigenous Students	Psychology & Neuroscience, Faculty of Science	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Office of Advancement Bursary for Black Canadian or Indigenous Students	All Faculties	Black/African Canadian & Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Jonathan Skeete Memorial Prize	Transition Year Program	Black students who successfully complete TYP	Apply through Faculty of Open Learning & Career Development. Questions can be directed to the Faculty of Open Learning & Career Development
MD Class of 1994 Legacy Bursary	Faculty of Medicine	Black, Indigenous or African Canadian students	Apply through the Faculty of Medicine, questions can be directed to the Faculty of Medicine.
Kinduct Student Athlete Entrance Scholarship	Faculty of Health, Varsity Athlete	Black/African Canadian students	Apply through the Department of Athletics & Recreation - questions can be directed to the Department of Athletics & Recreation.
FSPA Theatre/Cinema Bursary for Black Cdn or Indigenous Students	FSPA Theatre/Cinem, Faculty of Arts & Social Sciences	Black Canadian/ Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Kostman Family Bursary	All Faculties	Indigenous & African Canadian students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)

Name	Faculty	Community of students	How to Apply
Reverend J.W.A. Nicholson Bursary	Faculty of Arts & Social Sciences	Indigenous (Nova Scotia) Black students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Athena Bell Colpitts	Schulich School of Law	Indigenous Black, Indigenous and Inuit students	Awarded through Schulich School of Law, questions can be directed to the Schulich School of Law. See dal.ca/law/bursaries for more information
Charles A Smith Memorial Bursary	All Faculties	Indigenous students (Nova Scotia), Black or African Canadian students, Black students who have a single parent	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Forsyth Family Nova Scotia Undergrad Scholarship	All Faculties	Black and Indigenous students to Nova Scotia or Black students	General Entrance Award Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Richard & Melda Murray Jamaican Engineering Scholarship	Faculty of Engineering	Students from Jamaica	General Entrance Award Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Reverend Trevor Phillips Memorial Scholarship	All Faculties	Black students (one resident of Nova Scotia of Caribbean descent and one from the Caribbean)	General Entrance Award Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Shaw Group Promise Scholars	Faculty of Management	African Canadian/Black Canadian/Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Fiera Capital Promise Scholars	Faculty of Management	African Canadian/Black Canadian/Indigenous students	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)
Sankofa Scholarships	All Faculties	African Nova Scotian, African Canadian of Caribbean heritage, and Afro-Caribbean	General Online Bursary Application - through the Registrar's Office. Questions can be directed to the Registrar's Office (awards@dal.ca)

African Nova Scotian students are also eligible for any other scholarship and/or bursary. A full list of all bursaries available through the Registrar's Office can be found at academiccalendar.dal.ca.

Off Campus Resources

African Nova Scotian students (but not limited to):

- [DBDLI's 2020 Scholarship Book](#) - The DBDLI Scholarship listing is a one-stop resource to provide information on scholarships and bursaries available from local post-secondary institutions and not-for-profit and philanthropic organizations.
- [Scholarships offered by the African Canadian Services Office.](#)
- [Halifax Regional Centre for Education created a Post-Secondary Guide for African Nova Scotian students.](#)

STUDENT ADVISING CENTRE

BLACK STUDENT ADVISING CENTRE

The Black Student Advising Centre provides support for any student of African descent to help identify goals and pathways through a post-secondary career at Dalhousie University.

Supports and Services

- Advocacy & Advising
- Study Skills
- Mentorship Program
- Peer mentoring/tutoring program
- Professional mentorship

The centre supports the following societies on campus:

- African Nova Scotian Student Association (ANSSA)
- Black United Student Association (BUSA)

- Dalhousie African Students Association (DASA)
- Dalhousie Black, Indigenous and People of Colour Caucus (BIPOCUS)
- Dalhousie Black Law Students' Society (DBLSA)
- Dalhousie Caribbean Connections

Contact details:

BSAC@dal.ca, 902-494-6648





GENERAL RECRUITMENT STRATEGY

Dalhousie University has a centralized and integrated undergraduate recruitment, admissions, financial aid and awards team. This approach, complemented by coordinated, faculty-level initiatives, has proven to be successful and continues to be cited as best practice across SEM¹ literature.

The integration of the recruitment, admissions, financial aid and awards team into a central unit ensures that students are being guided from prospect to registered student as seamlessly as possible. Recruiters are able to quickly connect with admission officers and financial aid advisors about non-typical applications and funding inquiries, get near-immediate updates on the status of applications and ensure that communication is accurate and timely. It also provides students with a single contact who is available to assist them throughout the post-secondary exploration and application experiences.

This approach allows Dalhousie to have a nimbleness to respond to recruitment and conversion needs that are pan-institutional, while continuing to be able to support individual faculties. For example: through the 2022 admissions cycle, a small working group of recruiters was able to develop a coordinated and intentional outreach plan that connected self-identified Nova Scotia applicants to specific advisors, engaged student support workers and ensured dedicated programming and outreach were available to meet the specific needs of these students, regardless of their intended faculty affiliation.

Dalhousie has adopted a nuanced and multi-modal approach that is adapted, to the best of our ability, with regional- and community-specific approaches that speak to the values and motivation of the prospective students and their supporters. The past two cycles have required an ongoing commitment to adaptability, innovation and student-centered service while relying heavily on virtual engagement. It is anticipated that

virtual connection points with prospective Dalhousie students will continue in future cycles, alongside a reintegration of in-market activities.

The guiding principle that informs Dalhousie's undergraduate recruitment is based on inclusive excellence that considers the unique needs of the learner, and the tailored information they require when considering post-secondary opportunities. Facilitated engagement through trusted partners, within the education system and community, ensuring that the recruitment team is poised to support learners from the prospective student stage through the application process, to navigating the next steps and offering a warm handover to other Student Affairs teams through the course registration process. Direct access via dal.ca/connect identifies advisors available to support learners through email, phone or ability to book a one-on-one advising session. Curated events, held alongside BSAC and ISC, are designed to connect prospective learners with both the recruitment and admissions team and the representative support system during the university exploration phase.

The external stakeholder experience is enhanced by ensuring counsellors, IB coordinators, student support workers, family members, and those supporting students have one point of contact for all inquiries, ranging from first contact through to the confirmation of an admissions offer. Enhanced engagement with these crucial influencers is critical to understanding the needs of the student populations they support.

The recruitment, admissions and financial aid and award priorities closely align with the strategic priorities outlined in Dalhousie's [Third Century Promise](#) and enrolment objectives as outlined by individual faculties.

1 DeHaemers and Sandlin. Delivering Effective Admission Operations. Handbook of Strategic Enrolment Management. 2015.

**FACULTY SPECIFIC RESOURCES –
ADMISSION POLICY, RECRUITMENT
STRATEGY AND SUPPORTS**



FACULTY OF AGRICULTURE

The Faculty of Agriculture (Dal AC) currently does not provide local support specifically for ANS students. Students are referred to the [Black Student Advising Centre](#). The Student Success Centre at the Truro campus provides Academic Advising, Academic Accommodations, Health and Counselling, tutor matching and Writing Centre services to all students on campus.

Contact details:

Justin Fox, Director, Student Success

justin.fox@dal.ca



FACULTY OF ARCHITECTURE & PLANNING

RECRUITMENT

The Faculty of Architecture & Planning is working with Registrar's Office to improve the faculty's recruitment strategy, admissions and support for ANS students. EDI will be a key point in the faculty's 5-year business model, and they welcome input and support as they advance their plan.

ADMISSIONS

There are no seats explicitly held for ANS students; however, they are mindful of applications coming from ANS students when going through the admission process.

SUPPORTS

- The faculty's EDI committee hosts annual winter lecture series addressing diversity and anti-racism issues in the industry. In 2021, a series of panel discussions and keynote speakers were hosted virtually with the theme of Resistance as Practice: *Acts of Anti-Racism through Architecture and Planning*.
- The EDI Committee is in the process of hiring an EDI committee student assistant position. The position will help compile data and EDI best practices that will inform the faculty's future initiatives.
- The faculty will also be hiring an EDI staff officer to provide cultural and community support to International and EDI students.

Contact details:

Christina MacNeil, christina.macneil@dal.ca



FACULTY OF ARTS AND SOCIAL STUDIES

There is currently no consideration of EDIA in undergraduate advising/admissions in the Faculty of Arts and Social Studies. Acceptance into honours programs is based on GPA alone. However, the faculty also makes allowance for students with registered learning disabilities and mental health issues, which can impact GPA.

A FASS EDIA committee was formed in the summer of 2021. One of their first actions was to conduct a survey, which included analyzing strategies for the recruitment and retention of diverse faculty and students. This means a strategy to support ANS students will be developed in due course.

COURSES

- [Black African Diaspora \(Minor\)](#)

Contact details:

Assistant Dean (Student Matters)

asstdeanfass@dal.ca



FACULTY OF COMPUTER SCIENCE

RECRUITMENT

The Faculty of Computer Science started a [Here We Code](#) Youth Engagement group that has representatives from community organizations that serve ANS youth, such as Prep Academy, BBI/BIJ, Imhotep and Tribe Network. These organizations will host a Here We Code Month in May with events that would look at diversity within the Tech Sector and post-secondary CS programs.

ADMISSIONS

The Faculty does not hold seats for ANS students.

SUPPORTS AND SERVICES

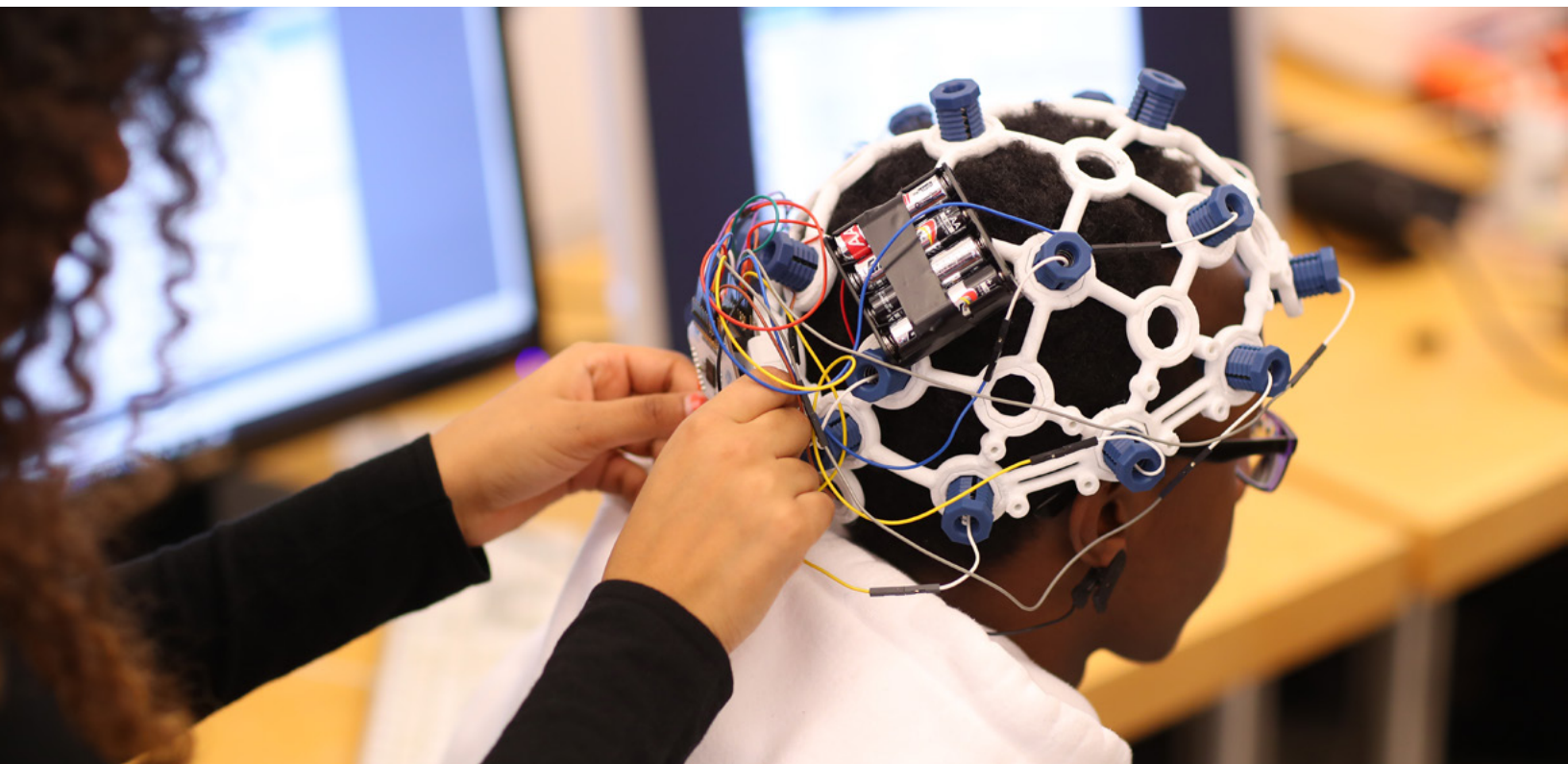
- The Faculty of Computer Science established the [African Nova Scotian and African Descent Student Entrance Scholarship](#), with preference for ANS

identifying students. This scholarship supports students financially for the first 2 years of their degree as well as offers peer mentorship and professional development.

- Students who receive the above scholarship will be paired with a peer mentor and receive additional professional/personal development opportunities along with other WeAreAllCS scholarship winners.
- Following that, in year 3, they can apply for the African Descent Leadership Scholarship, which would afford them another \$10,000 over 2 years with industry mentorship and PD opportunities focused on career preparation.

Contact details:

Amanda Kolwich, akolwich@dal.ca



FACULTY OF DENTISTRY

RECRUITMENT

The Faculty of Dentistry currently does not have a recruitment strategy in place. However, work with their partners at the [Global Health Office](#), specifically [PLANS](#) in the Faculty of Medicine, to recruit ANS students. *(more information on PLANS is available on pages 6-7)*

ADMISSIONS

The faculty has an affirmative action policy on the admission of ANS and Black students. There is no limit to the number of seats offered. The applicants are required to meet certain requirements for admittance to the program (academic, interview, Dental Aptitude Test)

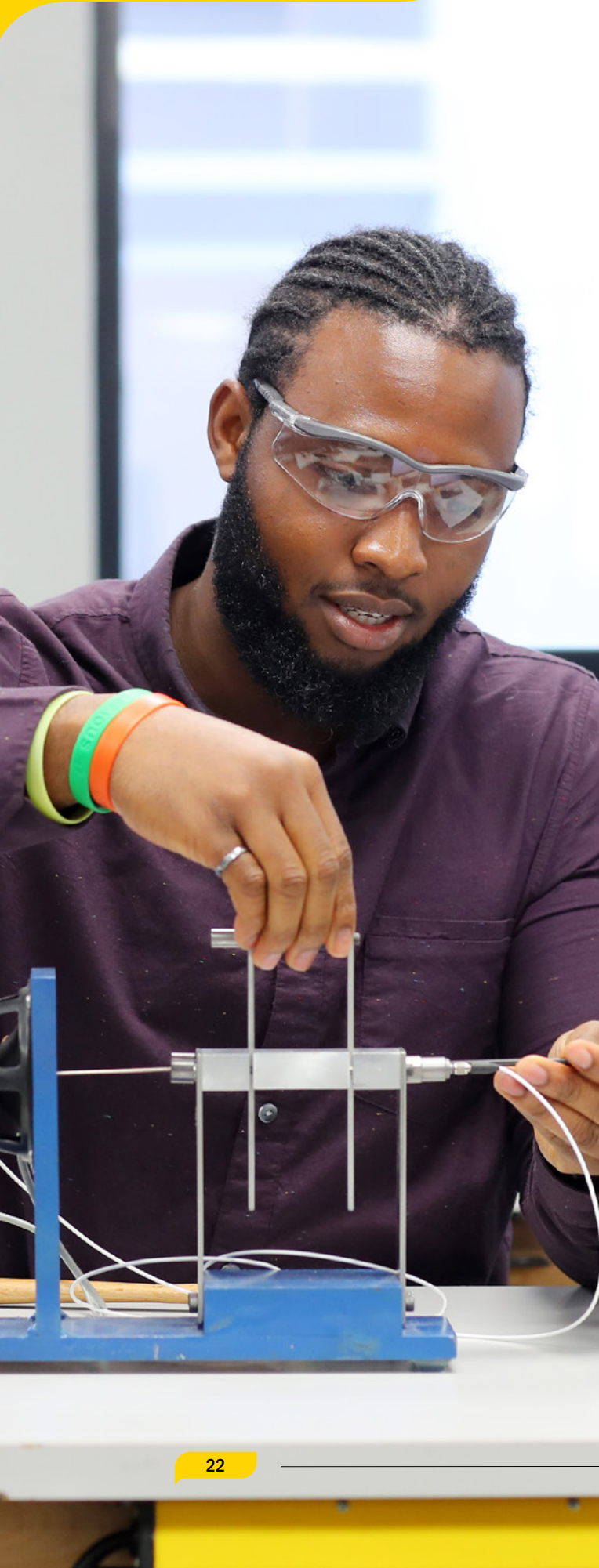
SUPPORTS AND SERVICES

- [Johnson Foundation Scholarship](#) is available to students in the Medicine, Health, and Dentistry faculties. Bursaries and/ scholarships are available *(see page 11)*
- The faculty is actively looking to fill the Community Engagement and Outreach Coordinator position who will be providing student support in various ways. This position will work closely with the Managers of PLANS in Medicine to promote admission into our oral health programs for students from traditionally underrepresented communities. The coordinator will also work closely with the Faculty's EDIA Committee to provide mentorship and support to ensure their success in their programs. The coordinator will also work with the Black Student Advising Centre for matters related to Black students in the faculty.

Contact details:

Dr. Ferne Kraglund, Associate Dean, Student Affairs,
Faculty of Dentistry, kraglund@dal.ca





FACULTY OF ENGINEERING

RECRUITMENT

The Faculty of Engineering is developing a recruitment strategy with Equity, Diversity, Inclusion and Accessibility being central to their new plans. They have an active EDIA Committee with several sub-committees focussing on increasing the presentation of Black students.

The faculty's retention specialist sits as the Chair of the Engineers Nova Scotia, Women in Engineering, Youth Engagement Committee, which works to improve and develop outreach activities and nurture relationships with other like-minded organizations. Additionally, the faculty has also appointed an Assistant Dean of Diversity and Inclusion, who is the faculty champion on the Engineers Canada 30x30 campaign and part of the University's EDIA planning group that meets regularly to strategize and coordinate a university-wide approach.

The faculty has developed a recommended procedure for recruiting with the goal of attracting more qualified, equity-deserving group member applicants for faculty positions. These guidelines are in addition to Dalhousie hiring policies, Human Rights and Equity Services Employment Equity Policy and Hiring for Diversity practices.

The faculty has a strong Women in Engineering (WiE) student society that welcomes students who share common goals and interests relating to the advancement of equality for women within the engineering industry in both academia and professional practice. WiE students host annual GoEngGirl event, which aims to encourage local high-school students to pursue careers in engineering through empowerment and motivation.

ANS and Black students

- As part of the faculty's EDI presence, they have a page devoted to [celebrating Black Engineers](#).
- The faculty also supports the efforts of [Imhotep's Legacy Academy \(ILA\)](#) through funding and a significant space commitment on Sexton Campus (*more information on ILA is available on page 5*). Additionally, they support the efforts of [SUPERNova](#), an initiative of Dalhousie that promotes science, engineering, technology and mathematics (STEM) to youth in Atlantic Canada.

ADMISSIONS

The faculty has no affirmative action policy on the admission of ANS students. They have not held any seats in the past for any groups as offers are made to all eligible students; however, the faculty is interested to learn more about this opportunity.

SUPPORTS AND SERVICES

- Scholarships are available for students: go.engineering.dal.ca/scholarships.
- Additional fundraising for diversity-based scholarships is ongoing and will remain a priority in the current campaign as well as reviewing existing scholarships through a diversity and inclusion lens.

- The faculty has a Peer Mentorship Program that is open to all Engineering students. While respect for difference and EDIA are built into the mandatory training, the program is for all students and does not target any particular group.
- When on-campus events were permitted, the faculty held weekly sessions with middle school students from North-End Halifax as part of a program called: I am Potential. [I Am Potential | Youth Outreach Halifax, Nova Scotia](#), which connected junior high youth with university and college student volunteers each week on campus for recreation, a meal, and fun hands-on learning projects. They expect this to return next Fall.

Contact details:

Karyn Hemsworth, Karyn.Hemsworth@dal.ca

FACULTY OF GRADUATE STUDIES

The Faculty of Graduate Studies (FGS) is in the process of implementing its action plan to support ANS students.



FACULTY OF HEALTH COLLEGE OF PHARMACY

RECRUITMENT

The college participates in the [PLANS](#) summer camps to encourage the recruitment of Black students. Additionally, the college will be engaging in the PLANS mentorship program this fall and winter.

ADMISSIONS

There is an [equitable admissions policy](#) for applicants from a racially underrepresented group. If candidates meet admissions criteria, they automatically receive an offer of admission.

SUPPORTS AND SERVICES

Student supports include a dedicated faculty and staff member for all students. Once made aware that a student is from an underrepresented group, the faculty and staff ensure that the student is informed of the targeted supports on campus, such as the [Black Student Advising Centre](#).



FACULTY OF HEALTH SCHOOL OF HEALTH ADMINISTRATION

RECRUITMENT

The School of Health Administration is conducting a review of all our course outlines to adhere to the principles of Universal Design for Learning (UDL) and Culturally Responsive Pedagogy (CRP), and compiling resources for faculty to use in their teaching. The core UDL principles of “multiple means of 1) engagement, 2) representation, 3) and action and expression” are each situated, for every learner, within their cultural framework. Courses designed and taught through CRP apply decolonizing, anti-racist, and anti-oppressive theories and practices and promote equity and inclusion through an intersectional lens.

ADMISSIONS

The school has an equitable admissions process that is based on the Faculty of Health policy. At this time, no seats are held explicitly for Black students.

SUPPORTS

- There are scholarships and bursaries available, including the new [Robert Strang Scholarship in support of Equity in Health](#) for students from under-represented groups.
- All students in SHA also have an assigned faculty member as advisor/mentor. Given that 50% of our faculty compliment (higher if you include women) and 25% of our staff come from equity deserving groups, they will have someone with lived experience.

FACULTY OF HEALTH SCHOOL OF COMMUNICATION SCIENCES AND DISORDERS

RECRUITMENT

The School of Communication Sciences and Disorders has made efforts to recruit in a manner that will increase the number of equity-deserving applicants, but this is an area that will require more strategic planning and outreach in the future. They have previously gone to Unima'ki College to talk about speech-language pathology and audiology, and the school participates in [PLANS](#) and [Eaglewise](#) (Indigenous Health).

ADMISSIONS

The school gives special consideration to Canadian applicants from the following historically under-represented and underserved groups: such as members of racialized minority groups (for example: African Nova Scotians).

SUPPORTS AND SERVICES

- The school offers three renewable scholarships for incoming African Nova Scotian students valued at \$4,000 per year for two years. One of these is the Nova Scotia Scholar award from Hearing and Speech Nova Scotia.
- There are no current supports available within the school. The school refers its students to the university services - [Global Health Office](#), [Black Student Advising Centre](#)
- A mentorship program is in the early stages of development.





FACULTY OF HEALTH SCHOOL OF HEALTH AND HUMAN PERFORMANCE

RECRUITMENT

The school actively participates in the [PLANS](#) workshops to showcase kinesiology, recreation, and health promotion as potential careers.

ADMISSIONS

The school has adopted the Faculty of Health [equitable admissions policy](#). The policy intends to create opportunities to increase the support and admission, and graduation of students who self-identify as belonging to historically underrepresented groups: Persons of African descent (especially African Nova Scotians), Acadians, persons with dis/Abilities, and persons belonging to minority sexual orientation and/or gender identity (SOGI) groups. Applicants wishing to be considered under this policy must identify on their application form.

SUPPORTS AND SERVICES

- The school has developed two new awards (one a graduate scholarship and the other an undergraduate bursary) focused on individuals who identify with one of the equity deserving groups.
- There are two internal student services Administrators that work directly with our students once admitted and in our programs.

FACULTY OF HEALTH SCHOOL OF HEALTH SCIENCES

RECRUITMENT

The School of Health Sciences actively collaborates with [PLANS](#) to promote our programs to high school students through the open house and co-op initiatives. Additional recruitment strategies are forthcoming.

ADMISSIONS

All applicants from equity-seeking groups that meet admission requirements are accepted, in alignment with admissions policy. The school is in the process of redesigning its Equity Admissions and, in draft form has the following:

The School of Health Sciences is committed to increasing the admission of and number of graduates from underrepresented groups: Aboriginal peoples, African Canadian and Persons with (dis)Abilities. Applicants wishing to apply under the Affirmative Action Policy must indicate on the self-identification section of the application form. Applicants must meet the minimum admission requirements.

SUPPORTS AND SERVICES

The school's support services are forthcoming.





FACULTY OF HEALTH SCHOOL OF SOCIAL WORK

RECRUITMENT

- The school's Diversity and Equity committee (DEC) has been very active - presenting critical panel discussions on issues such as 'Teaching While Black', 'Policing Black Lives' which has brought students, faculty and community members together to learn and share on critical issues.
- The school / DEC has developed bibliographies on African content that have been shared with faculty (including sessional instructors) to help bring diverse readings into their classes.
- DEC has most recently developed extensive retention policies for both African Nova Scotian/Students of African Descent, which touches on topics such as recruitment, funding, classroom atmosphere, faculty and staff hiring practices, curriculum content, supports, community links etc. These policies are pending approval.

ADMISSIONS

If equity deserving (affirmative action) applicants meet the admission requirements, they are offered a seat. Black applicants are the first group reviewed at the admissions table. The school does not have a quota; if all seats are offered to equity deserving then that would be a day of celebration. To date, the highest percentage was with our undergraduate program with ~65% of offers to equity applicants.

SUPPORTS AND SERVICES

- The School of Social Work has an accommodations officer to assist with their educational navigation of ableist barriers.
- The School of Social work routinely liaises with the University accessibility services and encourages all students to register with them as well.
- The Accommodations Officer has mentored staff to assist them with making PDF course readings available to ensure that they are readable for voice technology.

FACULTY OF HEALTH SCHOOL OF PHYSIOTHERAPY

RECRUITMENT

In open house activities, and through outreach activities to youth, high school students, and BSc students, the school shares information on the [equitable admissions policy](#) (via [PLANS](#)). They also provide information on the profession, and life-as-a-student in the outreach activities, and usually recruit students or PTs who are members of African Descent, when providing outreach activities through [PLANS](#) programs, respectively.

ADMISSIONS

There is an equitable admissions policy in place following the Faculty of Health's [Equity Admissions Policy](#). Applicants who apply for Equitable Admissions will be assessed on their own merit, not in competition with other applicants.

SUPPORTS AND SERVICES

- In addition to providing information on supports available to the university, the School of Physiotherapy shares with its students information about the School's Inclusion and Equity committee; the [Dalhousie strategy](#) and an anti-racism learning module prepared by Amina Abawajy (Dal HRES Education Advisor).
- Additionally, they circulate information on specific funding opportunities for members of specific groups (e.g., the [James Robinson Johnston Graduate Entrance Scholarship for African Canadians](#)) throughout the year.





FACULTY OF HEALTH SCHOOL OF OCCUPATIONAL THERAPY

RECRUITMENT

- The School of Occupational Therapy conducts 1:1 15-minute appointments with the student advisor to admissions, amounting to 40 hours throughout the year (N = 160 sessions), sharing information on the [equitable admissions policy](#).
- They also provide workshops/sessions for [PLANS](#) programs, targeting students between the ages of 13 to 17 years, every year during the summer and winter break.

ADMISSIONS

The School's offer letters include the link for academic accommodations.

SUPPORTS AND SERVICES

Students are informed of the targeted supports on campus, including the [Black Student Advising Centre](#).

FACULTY OF HEALTH SCHOOL OF NURSING

RECRUITMENT

- Recruitment camps are offered through a collaboration between Dal School of Nursing and the [Global Health Office \(PLANS\)](#).
- A curriculum review using an EDI framework is being developed by the school's faculty members and PhD students.

ADMISSIONS

The School of Nursing has 20 seats prioritized for African Nova Scotian students across the Direct Entry (from high school) or Advanced Standing (previous university experience) admission streams.

SUPPORTS AND SERVICES

- The school currently has postings for one ANS/Black Student Advisor. Application review to start soon.
- Resources for students from all priority group are posted on a Brightspace page and on website.
- The Associate Director Student Affairs now has an EDI component to their job description.
- The School of Nursing has 5 student-led Community Support groups for Indigenous, ANS/Black, 2SLGBTQ+, neurodivergent, and international students.

Contact details:

Brenda Merritt, Dean, Faculty of Health
B.Merritt@dal.ca



FACULTY OF LAW

The Schulich School of Law strives to admit a first-year class of students that is enriched by a wide range of backgrounds and experiences. This includes individuals from historically disadvantaged groups, who will contribute to the fabric of the law school community. Applicants are encouraged to self-identify as a member of a historically underrepresented or under-served group and provide documentation and relevant contextual information on their application to allow the committee to make the most informed decision possible.

RECRUITMENT

The JD Admissions Office participates in several recruitment events throughout the year that focus on Black individuals who are interested in law. In recent years, the Admissions Office has hosted a Diversity and Inclusion Panel directed towards individuals from racialized and marginalized communities who are interested in attending the Schulich School of Law.

ADMISSIONS

Currently, there are two admissions categories that are specific to Black students:

Indigenous Blacks & Mi'kmaq (IB&M) Initiative

- *Please see page 8*

SUPPORTS AND SERVICES

- Schulich School of Law supports and resources include:
 - [Dalhousie Black Law Students' Association on Facebook](#) (DBLSA)
- On-campus supports and resources include:
 - [Black Student Advising Centre](#)
 - [James R. Johnston Chair in Black Canadian Studies](#)
 - [Student Health & Wellness Centre](#)
- Scholarships and Bursaries
 - Dalhousie's Schulich School of Law scholarships and bursaries can be found at dal.ca/faculty/law/programs/jd-admissions/financial-support/bursaries. A Bursary and Scholarship Information Booklet with a list of all scholarships is updated every academic year for students to review and apply. There are Scholarships and Bursaries available specifically for Black, Indigenous and members of the BIPOC community.

Contact details:

JD Admissions Office
law.admissions@dal.ca, 902-494-2068

LIBRARY SERVICES

Supports for African Nova Scotian (ANS) & Black Students

- Currently, the Libraries work with ANS students via our Liaison Librarian, Allison Fulford, who is part of the International Centre team.
- Support includes information literacy sessions, touring the Sexton Library, registering at the libraries, research support and sometimes extends to social and emotional/familial support.
- One of the Killam-based Liaison Librarians, Dominic Silvio, is currently the Co-Chair of the Black Faculty & Staff Caucus, and there are several active members of the Caucus among Libraries staff.
- The Dal Libraries endeavors to plan at least one event and a display recognizing African Heritage Month. They also prominently display promotional materials in our library spaces, as well as through our social media channels.

Contact details:

Samantha Adema, Indigenous Services Librarian
Samantha.Adema@dal.ca

FACULTY OF MANAGEMENT

RECRUITMENT

The Faculty of Management established the Promise Scholars program in 2020 to recruit, retain, support and graduate more Black and Indigenous students. It offers financial aid and wraparound support at the undergraduate and graduate level in the faculty's four schools. The goal is to enrol 10 Black and Indigenous students per year with 150 students over 15 years.

The faculty is also working on another Pathways program that will allow them to build a pipeline for enrolling more ANS students.

ADMISSIONS

The Faculty of Management does not have a designated number of seats for students.

SUPPORTS AND SERVICES

Promise Scholars students have the following wrap-around supports available to them:

- Financial support (renewable) – the goal is to cover academics
- Paid work opportunities
- Mentorship
- Academic and career support
- Culturally relevant student support
- Networking events/panels

While the Promise Scholars cohort is receiving financial support, the faculty is working to engage and support all Black and Indigenous Nova Scotian students with these wrap-around supports.

Contact details:

Oksana Shkurska, Oksana.Shkurska@dal.ca

FACULTY OF MEDICINE

RECRUITMENT

The Faculty of Medicine works with PLANS programs to encourage the recruitment of Black students.

Dr. OmiSoore H. Dryden was named Dalhousie's James Robinson Johnston (JRJ) Chair in Black Canadian Studies in December 2021. The James Robinson Johnston Chair in Black Canadian Studies is an endowed national senior academic chair that honours and recognizes the unique historical presence of African Nova Scotians.

ADMISSIONS

Minimum academic and non-academic requirements are required for all prospective medical students. Applicants who voluntarily self-identify and apply under the [Education Equity Statement](#) are considered on the basis of their own qualifications for the study of medicine.

There is currently no quota or designated seats for African Nova Scotian students. Students who meet Maritime provincial residency definitions and self-identify as African Nova Scotian and meet academic and non-academic requirements are considered on the basis of their qualifications to study medicine.

Dalhousie Medicine Admissions is working collaboratively with Global Health Office, specifically PLANS, to develop Priority Communities Admissions Application Streams and Processes. Details will be published on the Medicine Admissions website as they become available.

SUPPORTS AND SERVICES

- [Faculty of Medicine Summer Student Research Program](#) for nonmedical students provides opportunities to undergraduate students living in Nova Scotia of African descent with interest in medicine and/or medical research.
- Campus connections include:
 - Dalhousie Medical Student Diversity and Inclusion Committee
 - Dalhousie Medical Alumni Association will be launching a micro-mentorship program in collaboration with the faculty's Student Affairs. Students can select to meet a mentor to discuss cultural or faith considerations as well as a specialty.

Contact details:

mrdo@dal.ca

Promoting Leadership in Health for African Nova Scotians (PLANS) - Please see page 6

Contact details:

Program Manager, PLANS
PLANS_plans@dal.ca

Johnson Scholarship Foundation Entrance

Requirements Support Bursary - Please see page 11

Contact details:

Program Manager, Indigenous Health, ihim@dal.ca;
Program Manager, PLANS_plans@dal.ca





FACULTY OF SCIENCE

RECRUITMENT

The Faculty of Science takes direction from the Registrar's Office on all recruitment efforts and participates in events throughout the annual recruitment cycle. Strategy activities include:

- Participating in recruitment events, including Open House, Preview Day and Faculty information sessions scheduled throughout the year.
- Participating in annual recruitment fairs with the Black Student Advising Centre
- Winter term Q&A sessions (hosted by alumni, faculty, upper-year students, etc.)
- Email campaigns welcoming all accepted/confirmed students, providing advice on the next steps, and outlining student supports
- Social media and web-based communications
- Summer drop-in series (informal Q&A sessions hosted by faculty and upper-year students)

Various departments and units also lead programming tailored to high school students, including Discovery Days, outreach by [Imhotep's Legacy Academy](#), [Math Circles](#), and [Diversity of Nature](#) (led by biology graduate students)

ADMISSIONS

The faculty does not have a competitive admissions policy as well as special admissions processes for students from under-represented communities for BSc programs at this time (please note the admissions process for the Medical Sciences Inclusive Pathways to Medical Professions in the Programs below).

SUPPORTS AND SERVICES

The faculty works alongside the rich network of advising and student success services on campus, including the [Black Student Advising Centre](#), and the [Bissett Student Success Centre](#). This ensures students from historically underrepresented communities may connect with the most appropriate resource for them.

Scholarships and bursaries are available online including:

- [Physics and Atmospheric Sincere Bursary for Black/African Canadian or Aboriginal Students](#)
- John Dingle Science Communications Interns: Launched in 2021, the Faculty funds internships for 4 undergraduate science students in the area of science communications. Students are placed with a host unit based out of the Faculty of Science. For our inaugural year, 3 of the 4 internships were awarded to BIPOC students and 2 of the 4 projects developed by host units focused on programming for BIPOC students.
- **Summer Research:** A student of African descent is supported each year for a summer research scholarship through Imhotep. Several Indigenous students receive USRAs scholarships each summer (funded by NSERC, but recruited by the Faculty of Science).

PROGRAMMING

Dalhousie University's Medical Sciences program is launching the [Inclusive Pathways to Medical Professions \(IPMP\)](#). Using a cohort approach, this initiative aims to attract and support Indigenous students from the Maritimes and students from the African Nova Scotian communities.

The program is currently accepting applications for 10 Mi'kmaq and 10 African Nova Scotian students (in addition to our current enrolment) into the BSc Medical Sciences program for Fall 2022. Each cohort will have a wrap-around support framework that will be overseen by Cohort Advisors, who themselves are representative of our target communities.

This program will achieve the following:

- Increase the representation of Indigenous and African Nova Scotian students in the BSc Medical Sciences program
- Increase the representation of Indigenous and African Nova Scotian students in downstream programs, including Medicine, Dentistry, Pharmacy etc.
- Strengthen ties with the Indigenous and African Nova Scotian communities

ELIGIBILITY AND ADMISSIONS

- Students must have a grade of 80% or higher in Grade 12 English, Pre-Calculus and three more academic courses.
- Students must self-identify, with consent, as a member of the First Nations Communities from the Atlantic Provinces and African Nova Scotians/ Indigenous Blacks

Find more information on steps to apply at www.dal.ca/faculty/science/medical-science/cohort-initiative/steps-to-apply.html.

Contact details:

Alison Crepinsek, Director of Student Experience, alison.crepinsek@dal.ca

BSC TRURO START

Students have the opportunity to begin their first year in the BSc program on our Truro campus. Students will join a small cohort with dedicated resources and support to build a strong foundation in Science before transitioning into their second and final years in Halifax. Students can take advantage of a dedicated program coordinator and advisor, smaller class sizes in their first-year courses, and an opportunity to join a first-year interest group to meet other members in their cohort. For more information, please visit: <https://www.dal.ca/faculty/science/future-students/future-undergrads/bsc-truro-start.html>

Contact details:

Ashley Coffin, Project Manager, BSc. Truro Cohort Ashley.coffin@dal.ca



FACULTY OF OPEN LEARNING & CAREER DEVELOPMENT

TRANSITION YEAR PROGRAM

Please see page 4.

UNIVERSITY PREP PROGRAM

The [University Prep Program](#) provides academic upgrading opportunities to hundreds of students annually who would not otherwise be able to attain academic prerequisites in a program that embraces diversity of all learners and different learning styles, and that provides academic advising, a flexible schedule of course delivery throughout the calendar year and access to relevant course curricula taught by experienced educators.

Courses

- Writing Skills for Academic Study (English)
- Physics
- Biology
- Academic Math
- Chemistry
- Pre-calculus Math
- Canadian Studies

Supports and Services

Limited bursary funding for University Prep students who are African Nova Scotian is available (University Prep Bursary Fund); \$11,400.00 per year is provided by the VP Student Services office annually.

MATURE STUDENT ADVISING

Through the [Mature Student Advising](#) pathway, mature students receive advice on the numerous University Pathways and 180+ degree programs available at Dalhousie University.

With many opportunities to access workshops, courses and programs with flexible delivery options (i.e. via distance/online, evening, weekend, module based courses, Certificate programs, etc.), the Faculty of Open Learning and Career Development is where many mature learners connect with Dalhousie.

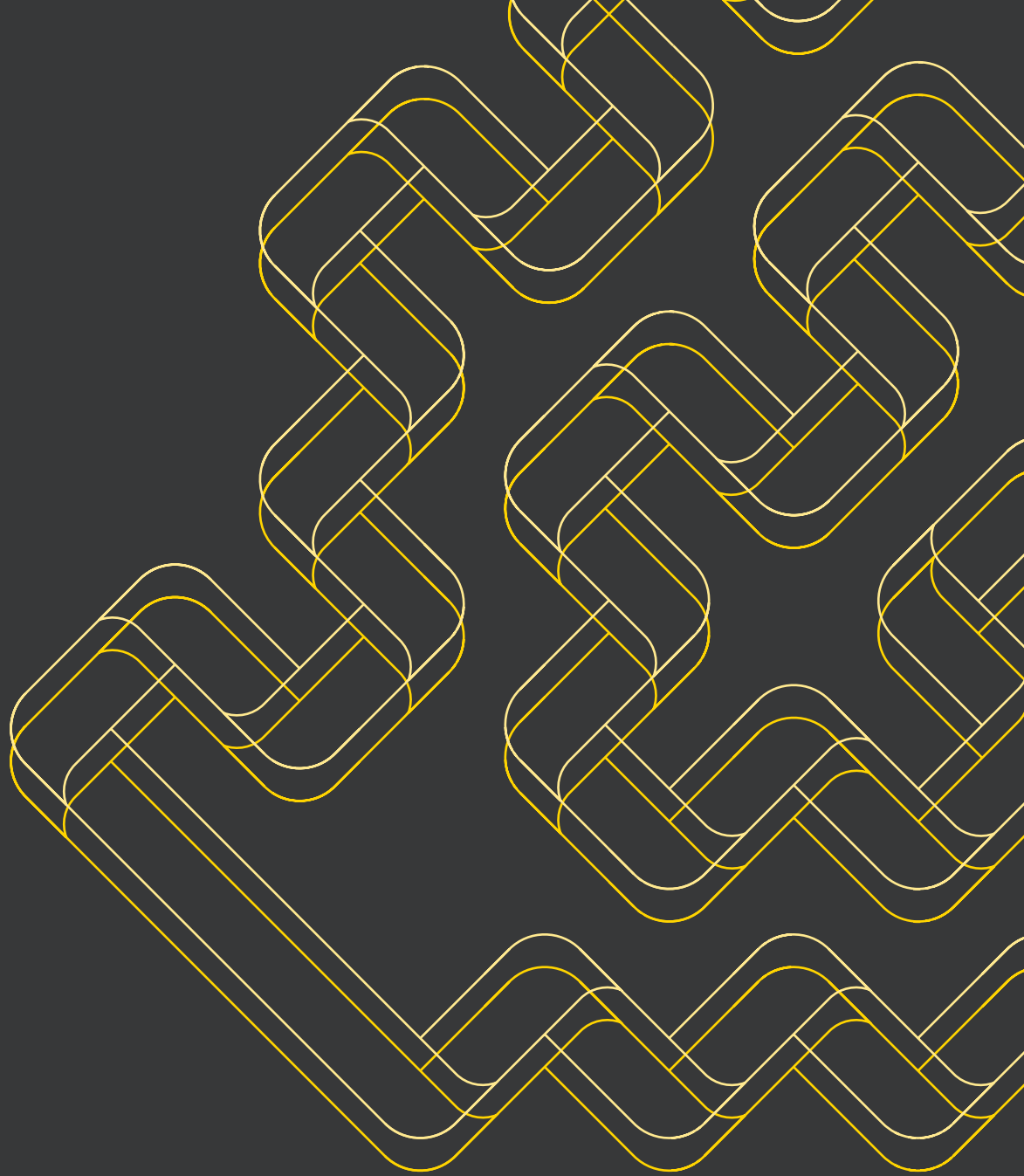
Supports and Services

The Tom Parker Award for Mature Students is funded privately by a sole / private funder (and receives no university funding), the University Prep Bursary fund for African Nova Scotia/Black and First Nations Persons (funds UPREP non-credit programming only).

Contact details:

Jennifer Hann

Jennifer.Hann@dal.ca or openlearning@dal.ca



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dal.ca/equity-and-inclusion



DALHOUSIE
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