

# **Equity, Diversity, Inclusion & Accessibility (EDIA) and Anti-Harassment & Discrimination Resources**

## **Supporting CYS Students at their Practicum Placements**

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Equity, Diversity, Inclusion and Accessibility (EDIA) are at the heart of the Department of Child & Youth Study practicum program. With the support of various MSVU departments and committees, along with the efforts of external partners, the Department of Child & Youth Study strives to cultivate an environment where diversity is celebrated and valued in all practicum placements. We also remain focused on taking the necessary steps to ensure the health, safety, and security of all members of the MSVU community.

MSVU Child & Youth Study practicum students come from diverse cultural backgrounds, experiences, and socioeconomic contexts. These students contribute their unique identities, academic knowledge, and knowledge in the field at their practicum placements.

The Department of Child & Youth Study's practicum program regularly connects practicum hosts with practicum students, who bring fresh perspectives, innovation, and diversity into the field of working with children and youth both locally and in Distance placements across the province, country and internationally. Our department consistently strives to build and maintain relationships with practicum hosts who take necessary steps to ensure the health, safety, and security of their students while fostering an environment where individuals have the right to perform at their placement without fear of discrimination or harassment.

The Department of Child & Youth Study encourages practicum hosts to access the content provided here to support students successfully. We also encourage our practicum students to utilize this information to understand their rights and the range of resources available to them as they enter and navigate the diverse practicum sites where they will complete their placements.

Visit the [Canadian Centre for Occupational Health and Safety](#) website to gain a better understanding of diversity, equity, and inclusion.

Below is a collection of EDIA and anti-harassment & discrimination resources. Many of these resources contain information that is relevant and useful for both students and practicum partners. Resources specific to students or practicum partners are noted.

Please email [Jennifer.Miller8@msvu.ca](mailto:Jennifer.Miller8@msvu.ca) if you would like to suggest a resource that would be helpful for students or practicum hosts.

### **Equity, Diversity, Inclusion & Accessibility Terminology and Resources**

#### **[Educational and Inclusion Guides](#)**

(published by Canadian Centre for Diversity and Inclusion)

### [Glossary of Terms](#)

(published by the Canadian Centre for Diversity and Inclusion Centre)

### **Accessibility**

#### [Duty to Accommodate Physical and Mental Disability Guidelines](#)

(published by the Nova Scotia Public Service Commission)

#### [MSVU Accessibility Plan](#) (primarily a resource for students)

(published by Mount Saint Vincent University)

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### **Anti-Harassment & Discrimination**

#### [Harassment and Violence Resources – Canadian Centre for Occupational Health and Safety](#)

(primarily a resource for students)

(published by Nova SAFE)

#### [MSVU Anti-Harassment & Discrimination Policy](#)

(published by Mount Saint Vincent University)

#### [MSVU's Policy Against Sexual Violence](#)

(published by Mount Saint Vincent University)

#### [Nova Scotia Human Rights Act](#)

(published by the Nova Scotia Legislature)

#### [Preventing Harassment in the Workplace](#)

Every workplace in Canada is required to protect against discrimination and harassment. Workplaces are protected areas under the Canadian Human Rights Act and the provincial or territorial human rights code. The Nova Scotia Human Rights Act prohibits discrimination, including sexual harassment. Starting September 1, 2025, all employers in Nova Scotia must have a policy to prevent and address workplace harassment.

(published by Nova Scotia Department of Labour, Skills and Immigration, Safety Branch)

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### **Equity and Inclusion**

#### [Barriers Faced by Students from Equity-Deserving Groups in a Canadian Co-op Program](#)

(published by the University of Waterloo, Work-Learn Institute)

#### [Diversity Wins: How Inclusion Matters](#) (primarily a resource for employers, practicum hosts)

(published by McKinsey & Company)

### **Gender and Sexuality**

#### [Equity Matters](#)

(published by Women and Gender Equality Canada)

[Gender Diversity at Work in Canada](#)

(published by McKinsey & Company)

[Know Your Rights: A Guide for LGBTQ2+ Employees](#) (primarily a resource for students)

(published by Pride at Work Canada)

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## **Indigenous Resources**

[Indigenous Resource Hub](#)

(published by Mount Saint Vincent University)

[Strategies for Recognizing and Addressing Tokenism](#)

(published by the Association for Co-op Education and Work-Integrated Learning)

## **International Student Resources and Cultural Diversity**

[The Benefits of Cultural Diversity in the Workplace](#) (primarily a resource for employers)

(published by Forbes)

## **On-Campus Resources for MSVU Students**

[Accessibility Services](#)

[Black Student Support Office](#)

[Counselling Services](#)

[Equity, Diversity, Inclusion & Accessibility](#)

[Harassment and Discrimination](#)

[Indigenous Student Centre](#)

[International Education Centre](#)

[Kinu Tourism Project](#)

[Pride Centre](#)

[Pride Resources](#)

1 Adapted from Scott Daniels, Manager, Co-Operative Education & Work-Integrated Learning, "Equity, Diversity, Inclusion & Accessibility (EDIA) and Anti-Harassment & Discrimination"