

EDUCATION & TRAINING REPORT 2009

An important aspect of the Equity Office mandate is to promote awareness and increase understanding of all forms of discrimination and harassment on campus and to help build greater capacity for equity across the University. We work to accomplish this goal, in part, by providing information, delivering and facilitating workshops, presentations and training sessions and by creating programs and collaborating with others on a variety of equity related initiatives. Together this broad approach to our educational work helps us to leverage our resources and build greater capacity for equity throughout the UBC community.

Information Sources

The Equity Office continues to produce and distribute a series of five core brochures relevant to discrimination and harassment at UBC. This series is available in print and online and includes the following titles:

- *Discrimination and Harassment Awareness*
- *Employment Equity at UBC*
- *Fostering an Anti-Racist Campus Community*
- *Recognizing Heterosexism and Homophobia, and*
- *The Student Guide to Discrimination and Harassment*

Our Office also produces supplemental brochures, guides and information materials that are distributed through a variety of channels and available by request or online. In addition to the titles listed below, in 2009 we worked with UBC Public Affairs to produce and source inclusive language guidelines that now form part of UBC's Writing and Style Guidelines. These guidelines are widely referred to by Communication's staff at the University and are available online at: <http://www.publicaffairs.ubc.ca/styleguide/>. Additional information materials available through our Office include:

- *Creating a Respectful and Inclusive Workplace for Employees with Disabilities*
- *Employment Equity and Census FAQ*
- *Guide for Faculty and Staff: Frequently Asked Questions about Discrimination and Harassment*
- *Guide to Gender-Inclusive Single-Stall Washrooms at UBC Point Grey*
- *Guide to UBC's Policy on Discrimination and Harassment, and*
- *The Positive Space Campaign: Sexual and Gender Diversity at UBC*

In 2009 our Office produced an April issue of *Equity Matters*, a newsletter to help keep faculty, staff and students informed on equity and diversity related issues. This issue shared information about the new online Employment Equity Census and the development of an Equity and Diversity Strategic Plan at UBC. It also provided updates and highlights on 2009 projects funded through the Equity Enhancement Fund, and an update on OutWeek activities. The April issue also provided insight into the Faculty of Science's strategic efforts to advance equity through an

interview with Dr. Anne Condon in her role as Associate Dean, Faculty Affairs and Strategic Initiatives in the Faculty of Science. *Equity Matters* is available in limited hard copy and online.

In May of 2009 a Report titled *Exemplary Practices in Equity and Diversity Programming at University of British Columbia Vancouver* was produced. This Report showcases a variety of existing programs, initiatives and strategic commitments that further diversity and equity objectives on campus. The Report was written for the Equity Office by Lori Charvat as a tool to assist in Equity and Diversity strategic planning efforts, to offer faculties and units an opportunity to highlight their successes; and to serve as a reference point for sharing best practices across the University. Limited hard copies are available and the Report is available online.

Equity Office websites, www.equity.ubc.ca on the Vancouver campus, and <http://web.ubc.ca/okanagan/equity/welcome.html> on the Okanagan campus, serve as key communication tools for our respective Offices. Our websites provide extensive information on various forms of discrimination and harassment, our services, and access to all information materials noted above. In 2009, both sites incorporated content improvements and adapted UBC "Place of Mind" branding.

Workshops, Presentations and Information Displays

In 2009, the two Equity Offices delivered a total of 24 workshops, 26 presentations, and participated in 14 information displays for university administrators, faculty, staff, and students. We offer standard and custom workshops that cover a variety of human rights and equity-related topics such as discrimination and harassment, sexual harassment, diversity, anti-racism, anti-heterosexism, accommodation under human rights law, and employment and educational equity. Workshops are typically two to three hours in length and include a mixture of lecture and interactive techniques such as question and answer periods, case studies, videos with discussion, and role playing. Presentations are similar in the range of topics discussed, but are typically less than two hours in length. Examples of this work in 2009:

Standard Workshops

- "Positive Space"
- "Discrimination and Harassment Awareness/Overview"
- "Diversity '101'"
- "Understanding Employment Equity" for staff attending the "Selection Interviewing: Ensuring Equity" Human Resources MOST program.

Customized Workshops

- "Professional Ethics and Equity Issues" Department of Midwifery
- "Equity Issues"
- "Program Admission Criteria and Equity Issues"
- New Equity Representative Training

Presentations

- “Respectful Workplaces and Addressing Harassment”
- “Introduction to the Equity Office/Equity Issues”
- “Introduction to Stereotypes”
- “Welcome to the Equity Office” for graduate and undergraduate students at various orientation events
- Informational Lunch and Learn sessions for Equity Representative Program
 - Introduction to UBC’s Respectful Environment Statement
 - Best Practices in Equity
 - Racial Discrimination

Information Displays were staffed at the following events:

- Imagine UBC
- Create UBC
- First Nations Long House Open House and Welcome back BBQ
- Various new Faculty and new Staff orientations
- AMS Safety Days
- OutWeek Awareness Fair
- New Graduate Student Orientation – Faculty of Graduate Studies
- Faculty and Staff working with International and ESL Students

Programs, Initiatives and Capacity Building Work

Equity Representatives Program – Vancouver and Okanagan Campus

In 2007 the Equity Offices on both campuses established the Equity Representatives Program as a means to establish stronger communication links between our Offices and the University community. Equity Representatives from various departments and units receive introductory and on-going training on UBC’s equity-related policies and procedures as well as more general education related to equity and diversity. Once trained, Equity Representatives act as a liaison between our Offices and their respective departments and units on various issues, initiatives and concerns related to equity.

In 2009, this Program was very active on the Okanagan campus. A series of learning opportunities, regular meetings, and outreach initiatives helped strengthen Representatives knowledge base, build a stronger sense of network and increase campus awareness of the Program. Learning sessions included: Roles, Responsibilities and Boundaries of Equity Representative’s work; UBC Policy 3 procedures for addressing Discrimination and Harassment; and Responding to Case Studies. Regular meetings provided Representatives with additional time to network and discuss their work, learn more about equity policies and initiatives, and plan outreach tactics including the development of a visibility plan that would increase awareness of the Program on the Okanagan campus. Components of the visibility plan that were implemented include, an updated Program webpage developed by Creative and Critical

Studies; the design and distribution of Program door decals to assist in identifying Equity Representatives; the creation and distribution of Program posters; and, an increase in distribution efforts of Equity Office brochures.

The Equity Representative Program on the Vancouver campus continued in 2009, but did not achieve the scale of liaison or capacity building on equity issues as originally envisioned. Sessions offered throughout the year included a dialogue on findings presented in The Best Practices in Equity and Diversity at UBC Vancouver Report, a discussion on the development of an Equity and Diversity Strategic Plan, and a session on the Respectful Environment Statement for Staff, Faculty and Students. Only a small proportion of units have appointed Equity Representatives and it remains a challenge to expand the program and offer meaningful opportunities to enrich capacity building efforts. Thus, by the latter half of 2009, the Program was under review as we reassess options and opportunities with Representatives that may advance Program objectives.

Positive Space Campaign – Vancouver Campus

The Positive Space Campaign began in 2002 on the Vancouver campus and continues to be well received. The Program raises the visibility of welcoming and supportive places for lesbian, gay, bisexual, queer, questioning, trans, gender-variant, two-spirit and intersex (LGBQTTI) people and issues on campus. Trained volunteer Resource Persons post a Positive Space poster or button at their UBC place of work, study or residence which identifies the space as safe and supportive of sexual and gender diversity and as a space that can be accessed for support, resources and referrals, if needed. To serve as a Resource Person, a mandatory training session is provided that increases and strengthens understanding of issues related to homophobia, heterosexism, transphobia, queer culture and local resources.

In 2009, workshops for potential new and returning Resource Persons were facilitated by Gabriel Bedard and Anne Marie Long of the Equity Office and Vanita Sabharwal in Counselling Services. Twelve regular and customized workshops were offered. Regular workshops are open to any UBC student, staff or faculty and customized sessions are offered to intact groups, such as Counselling Services interns and AMS Student Leaders.

Equity Matters Initiative – Okanagan Campus

The Okanagan Equity Office continued to work with an advisory group in exploring and determining an appropriate inclusive umbrella initiative for addressing equity and diversity issues unique to that campus. A range of program options were explored and a decision to focus on developing an educational and awareness campaign on various equity and diversity issues was made. The Initiative will run under the name “Equity Matters” and aims to increase the visibility and interconnection of equity and diversity issues and events on campus and

provide venues to connect like-minded individuals, thus building community and support for the various issues simultaneously. Key implementation tactics will include direct marketing of the Initiative through use of a distinct logo and website; distribution of promotional items; continued sponsorship of key events including International Day for the Elimination of Racial Discrimination, International Women's Day and OutWeek events; a fall Program launch event; and a range of other activities. Support from four nursing students in the fall of 2009 added a valuable student perspective to the Initiative.

Inclusive Campus Initiative – Okanagan Campus

The Inclusive Campus Initiative on the Okanagan campus is a collaborative partnership between the Equity Office, the Disability Resource Centre, Campus Security and Facilities. The Initiative aims to raise awareness of how and where to seek assistance in relation to physical accessibility and personal safety related issues. In 2009, the team developed and distributed a sticker highlighting where to go for support in the case of discrimination or harassment, access barriers, or emergency assistance needs. Facilities staff actively supported distribution of the stickers on doors and in washrooms across campus.

UBC Breastfeeding Spaces Initiative – Vancouver and Okanagan Campus

The Equity Offices on both campuses have collaborated with others, namely Human Resources and the Department of Health, Safety and Environment, to help promote and create a network of breastfeeding-friendly spaces across campus. While UBC acknowledges and supports women's right to breastfeed anywhere on campus, this particular Initiative addresses the fact that some mothers prefer to breastfeed their children in more discreet settings for personal, religious or cultural reasons. To support this diversity, a network of private and semi-private spaces across campus are being identified to serve as breastfeeding-friendly spaces for students, staff and faculty. Locations for spaces on the Okanagan campus can be accessed here (<http://web.ubc.ca/okanagan/sustainability/familyfriendly.html>) while locations on the Vancouver campus can be found here <http://www.hse.ubc.ca/healthpromotion/healthyubc/breastfeeding-friendly.html>

Equipment Accommodation Fund (EAF) – Vancouver and Okanagan Campus

The purpose of the EAF is to advance the recruitment and retention of persons with disabilities into faculty and staff positions by providing access to a funding source that can help offset extraordinary costs that are sometimes associated with specialized adaptive supplies and equipment needed to assist in accommodation measures for staff and faculty members. The Fund is allocated by the Associate Vice President, Equity and more information and guidelines are available on Equity Office websites.

Equity Enhancement Fund (EEF) – Vancouver and Okanagan Campus

This Fund has existed since 1996 and helps academic and administrative units realize capacity for equity by providing funds to assist in the creation of new initiatives that enhance equity across the University. Initiatives considered can benefit students, faculty and/or staff and funds are allocated by the Associate Vice President Equity in consultation with the President's Advisory Committee on Equity, Discrimination and Harassment in Vancouver and the Deputy Vice Chancellor's Committee on Human Rights and Equity at the Okanagan campus. Invitations for proposals are sought from the campus community annually and more information along with application guidelines are available on Equity Office websites.

In 2009, a total of \$35,000 was approved for the following initiatives on the Vancouver campus:

- **Centre for Teaching and Academic Growth – TAG Living Lab.** The Living Lab project aimed to create and perform interactive theatre sketches about the complexities and challenges which arise in diverse and multicultural teaching and learning environments across campus.
- **Computer Science** - Two initiatives were allocated funds: one aimed to increase retention of undergraduate women in Computer Science by providing more TA training, and the second aimed to help increase the recruitment of women into graduate level studies by increasing visibility at the Grace Hopper Celebration of Women in Computing.
- **Engineering - Women in Engineering Program** – Funds were allocated to assist in creating a campaign that would increase Engineer student's awareness of the University's Respectful Environment Statement. Further funds were allocated towards a networking and career development event for Okanagan women engineering students.
- **Faculty of Law, First Nations Legal Studies - Indigenous Pedagogies Strategic Retreat.** Funds were provided to assist in holding a retreat for Indigenous legal scholars and practitioners to promote Aboriginal legal education by examining whether pedagogical paradigms can be integrated to generate a culturally responsive curriculum.
- **First Nations Studies Program - Stage 3, What I Learned in Class Today: Aboriginal Issues in the Classroom.** Funds were allocated to further research ways to integrate materials from stage 1 and 2 of this project into existing TA training programs.
- **Occupational Science and Therapy - Promoting Mental Wellness on Campus: A student driven initiative on mental health education.** Funds were allocated to the first of a three phase project that aims to raise awareness, fight stigma and promote mental health wellness amongst UBC students in health services and human service disciplines.
- **School of Population & Public Health, Faculty of Medicine - Camp fYrefly-BC.** Funds were allocated to assist in supporting and promoting UBC's involvement in creating and bringing the first ever leadership retreat for sexual-minority youth to BC.

The Okanagan campus pledged \$8,100 in 2009 to the following initiatives:

- **Critical Studies Department – Commemoration activities for the International Day for the Elimination of Racial Discrimination, March 21st.** Details of commemoration activities are outlined below and excess funds were used to develop a database of anti-racism resources on campus.
- **School of Engineering** – Funds were allocated to help increase recruitment and retention of Aboriginal students in Engineering. Major project components included academic and non-academic support initiatives for current students; increased visibility to local Aboriginal communities and educational services; and introducing applied science education and career options to elementary and high school Aboriginal students.

Honouring Employment Equity – Vancouver Campus

In 2009, the Vancouver Equity Office partnered with the Centre for Women’s and Gender Studies, the Faculty of Law and the First Nations House of Learning (and with the support of several other units) to bring Madam Justice Rosalie Abella to UBC to celebrate the 25th anniversary of the Abella Report. In addition to her keynote address, a panel of distinguished scholars reflected on the impact of employment equity on the four designated groups. The event was well-attended by members of UBC and the broader local community.

OutWeek Celebrations – Vancouver and Okanagan Campus

Both Equity Offices regularly partner with others and support the various activities and initiatives that celebrate sexual and gender diversity at UBC during OutWeek in February. In 2009 the Vancouver Equity Office organized a resource table and sponsored a film screening of “For the Bible Tells Us” which included a facilitated panel discussion after the screening. On the Okanagan campus, the Equity Office helped coordinate and support a series of week-long events that began with raising the Pride flag in the center of campus, followed by 5 days of educational and outreach activities, and ended in a dance party on the Friday.

Commemorating International Day for the Elimination of Racial Discrimination – March 21st – Vancouver and Okanagan Campus

On the Vancouver campus, the Equity Office partnered with Access and Diversity in 2009 to create a card and button campaign to promote greater awareness of March 21st as the International Day for the Elimination of Racial Discrimination. In addition to the awareness campaign, the campus community was invited to participate in a dialogue with Dr. Elizabeth Dunn, co-author of “Mispredicting Affective and Behavioral Responses to Racism”.

On the Okanagan campus, the Equity Office supported the work of the Critical Studies Department and their campus team who organized a series of week-long events to commemorate this important date. Highlights of the week included an *Open the Shutters* educational display in the campus courtyard; a creative writing marathon; a multimedia event

showcasing two new local films about diversity in the Okanagan; a panel on anti-semitism in the Okanagan; other displays and creative events such as a reading by Warren Cariou, lecture by visual artist/activist Jamelie Hassan, and an “Aboriginal Myth Busters” display; and finally, a “Drum & Summon the Salmon” at the end of the week in the Okanagan courtyard. As mentioned above, the events during this week were supported by the Equity Enhancement Fund.

Scent Free Workplace Initiative – Vancouver and Okanagan Campus

Both Equity Offices maintain a scent-free work area and promote broader application of scent-free environments at UBC. The effects of scented and chemical based products can and do cause serious problems for many people, especially those with asthma, allergies or other environmental illnesses. By proactively moving to minimize and eliminate scents and avoiding the use of chemical based products in our shared environment, we are acting to achieve and present a healthy and safe environment for all those with whom “we share the air”.

Promoting UBC’s Respectful Environment Statement for Students, Staff and Faculty

The Equity Office continued to work closely with other units to promote the Respectful Environment Statement across campus and we continue to contribute to the Respectful Environment Advisory Committee. In late 2009, a working group was struck on the Vancouver campus to advance communication efforts of this Statement to the student body. This working group brings representatives from various student service units, the Office of the Ombudsperson for Students, the Alma Mater Society and Graduate Student’s Society together to develop strategies and tactics to raise awareness of the meaning and intent of the Statement to the student body.

UBC Thrive – Vancouver Campus

In 2009, the Vancouver Office participated in the UBC Thrive Advisory Committee which brought together different departments, units, clubs and organizations with an interest in creating a campus culture that understands mental health and wellbeing and its importance. In its inaugural year, UBC Thrive organized a week-long series of events encouraging UBC students, staff and faculty to invest in healthier living. Over 20 different events were held all over the Vancouver campus and involved over 1600 participants. Thrive is a joint initiative of the Department of Health, Safety and Environment in partnership with Healthy Minds at UBC (an Initiative of the Vice-Presidents, Students Office).

National and International Networking – Vancouver and Okanagan Campus

In our efforts to network with other university equity offices, the Equity Office participates in the Ontario Universities Employment and Educational Equity Network (OUEEEN), which is a network of university officials engaged in equity work within their institutions.

The Equity Office is one of seven participating universities in the International Equity Benchmarking Project along with Auckland University, the University of Melbourne, the University of Queensland, Queensland University of Technology, and the University of Western Australia, the University of Nottingham.

Additionally, we maintain active participation in the Canadian Association for the Prevention of Discrimination and Harassment in Higher Education (CAPDHHE). CAPDHHE provides professional development training to equity and human rights advisors (and those with diversity responsibilities in their portfolios) and its educational focus aims to provide tools for systemic and strategic change on campus.