

EDUCATION & TRAINING REPORT 2010

The Equity Office fosters a university community that values difference and respects the human rights of all students, faculty and staff. We promote diversity and equity to ensure that everyone has fair and equal access to and is encouraged to fully participate in the educational and employment opportunities of this community. Much of the work of the Equity Office is accomplished through education and training. This report summarizes that work.

A central pillar of the Equity Office's education and training is the UBC Equity & Diversity Strategic Plan (<http://diversity.ubc.ca/>). In February 2010, and after extensive consultation with the UBC community, the UBC Executive reviewed this new Plan for UBC. **Valuing Difference: A Strategy for Advancing Equity and Diversity at UBC**, now in effect, outlines how UBC will move forward on its goals to foster an environment to which all faculty, students and staff can contribute and in which all can thrive.



Valuing Difference

(<http://diversityatubc.sites.olt.ubc.ca/files/2010/11/valuingdifference1.pdf>) is a five-year plan that aims at embedding equity and diversity into UBC's planning and processes and provides an opportunity to engage the UBC community in dialogue about equity issues at UBC, and to expand opportunities and training on equity and diversity initiatives.

In 2010, for the fourth consecutive year, UBC was again selected as one of **Canada's Best Diversity Employers**. The award reflects the work of many units at UBC, including the Equity Office. The Equity Office's training and education initiatives were cited among the reasons for granting UBC this award.

Workshops, Presentations and Information Displays

In 2010, the two Equity Offices delivered a total of 36 workshops, 15 presentations, and participated in 13 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 2010:

Standard Workshops

- *"Positive Space"*
- *"Discrimination and Harassment Awareness/Overview"*
- *"Diversity '101"*
- *"Sexual Harassment"*

Customized Workshops

- *"Inclusive Leadership" Faculty of Graduate Studies, Engineering Undergraduate Society*
- *"Cultivating Respect"*
- *"Professional Boundaries"*
- *"Conversations about Race and Racism"*

Presentations

- *"Barriers to Access – Built Environments and Equity Issues"*
- *"Culture and Race in Social Work Practice"*
- *"LGBTTI Myth Busting"*
- *"Welcome to the Equity Office" for graduate and undergraduate students at various orientation events*



In addition to standard offerings on discrimination and harassment, sexual harassment, racism, bullying and homophobia, customized sessions on human rights and diversity strategies and issues can be requested at any time for students, staff or faculty. We also provide the following human rights and equity-related information displays.

- Imagine UBC
- Create UBC
- First Nations Long House Open House and Welcome back BBQ
- Various new Faculty and new Staff orientations
- OutWeek Awareness Fair
- Post-Doc Fellows Orientation Fair
- New Graduate Student Orientation – Faculty of Graduate Studies

Programs, Initiatives and Capacity Building Work

Equity Representatives – Okanagan campus

The Equity Representatives Program was created as a means to establish stronger communication links between the Equity Offices and the University community. Equity Representatives from 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 the Equity Office and their respective departments and units on various issues, initiatives and concerns related to equity. While originally established on both campuses in 2007, the Program continues to run on the Okanagan campus only.

In 2010, Okanagan Equity Representatives were active in promoting the program, sharing reports and ideas, participating in workshops and training sessions on Inclusive Language Guidelines, Racial Discrimination,

Employment Equity Standards and Statistics, and engaging in discussions on proposed changes to the UBC's Discrimination and Harassment Policy (Policy 3).

While an Equity Representative network was initially formed on the Vancouver campus, our Office found the program was not able to achieve or sustain the connection and collaboration that we had envisioned. As a result, we halted the program in 2010 and shifted our attention to establishing direct relationships with Heads of Unit. In 2010 we met individually with 15 newly-appointed academic heads and plan to continue and expand this effort in the future.

Positive Space – 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 (LGBTQTI) 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 2010, workshops for potential new and returning resource persons were facilitated by Terri Kennedy, Anne Marie Long and Joanne Ursino of the Equity Office and Darren Fernandez and David Anderson respectively a staff member in Alumni Affairs and a UBC graduate student. Eighteen regular and customized workshops were offered.

Regular workshops are open to any UBC student, staff or faculty and customized sessions are offered to groups, such as Counseling Services interns, AMS student leaders and student leaders in undergraduate societies and clubs.

Equity Matters – Okanagan campus

In September of 2010 the Equity Matters Campaign and website were officially launched. This campaign, exclusive to the Okanagan campus, aims to increase the visibility and interconnection of various equity and diversity issues and events on campus and provide venues to connect like-minded individuals, thus building community and support for various issues simultaneously. In addition to linking to other equity-related events on campus, Equity Matters provides online learning resources and connections with on and off-campus units and groups that can provide information and support.



Campaign activities in 2010 included co-sponsorship of activities around campus such as *National Coming Out Day*, *OutWeek* and commemorations for March 21st, *International Day for the Elimination of Racial Discrimination*, faculty discussion groups, “*Workplace Equity and Diversity: Myth or Reality*” (interactive poster sessions by Faculty of Management students), and a Graduate Student Research Spotlight Series. This Research Spotlight Series provided graduate students from across campus an opportunity to share their current equity or diversity-related research and discuss how it relates to current issues.

The 2010 Series included:

- Carlene Dingwall, PhD student: *‘Assimilation of the Mind’*.

- Levi Gahman, MA student, Interdisciplinary Graduate Studies Program: *‘Guns, Guts and God – Hegemonic Masculinity and the Production of Men in the Great Plains’*.
- Sara Lige, MA student, Interdisciplinary Graduate Studies Program: *‘It’s NOT Art Therapy! – Visual Arts and Adults with Intellectual Disabilities’*.
- Lindsay Balfour, MA student, Interdisciplinary Graduate Studies Program: *‘Orientalism at the Movies: Touring Otherness in Sex and the City !!’*.
- Tabitha Steager, PhD student, Interdisciplinary Graduate Studies Program: *‘Is Food a Human Right? – Connecting Food and Social Justice’*.

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 and is endorsed by the Deputy Vice Chancellor’s Committee on Human Rights and Equity. The initiative aims to create a more welcoming campus and raises awareness of how and where to seek assistance in relation to physical accessibility barriers, personal safety concerns, and discrimination. A decal has been developed and distributed in classrooms, campus building entrances, exits, bathrooms and elevators.

Breastfeeding Space Initiative

The Equity Offices on both campuses have collaborated with 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 continue to be identified to serve as breastfeeding-friendly spaces for students, staff and faculty.

Locations for spaces on the Okanagan campus can be accessed here (<http://www.ubc.ca/okanagan/facultystaff/health/family.html>)



while locations on the Vancouver campus can be found here (<http://www.hse.ubc.ca/healthpromotion/healthyubc/breastfeeding-friendly.html>)

Scent Free Work-Place Initiative

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”.



Equipment Accommodation Fund (EAF)

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 funds are allocated by the Associate Vice President, Equity and information and fund guidelines are available on Equity Office websites.

Equity Enhancement Fund (EEF)

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 information and application guidelines are available on Equity Office websites.

In 2010, a total of \$61,000 was approved for the following initiatives on the Vancouver campus:

- ***Centre for Teaching and Academic Growth – TAG Living Lab***
The Living Lab Project creates and performs interactive theatre sketches about complexities and challenges that arise in diverse and multicultural learning environments across the Vancouver campus. Funding in 2010 was provided to continue supporting this popular Project.
- ***Women’s and Gender Studies Undergraduate Association - F Word Conference: Feminist Approaches to Scholarship and Organizing***
The Conference showcased student research and community collaboration across activist and academic disciplines. The conference provides a venue for feminist scholars, students and activists to gain from each other skills, knowledge and inspiration to act as creative and responsible catalysts in their communities.
- ***Faculty of Forestry – Addressing the Gender Imbalance of the Undergraduate Student Population***
Partial funding was provided to support preliminary research through focus groups aimed at identifying barriers and reasons that may be preventing or discouraging women from applying to Forestry programs.

- ***Political Science – Distinguished Speaker Series: Diversity in Politics (gender, sexual orientation, ethnicity, race, disability)***

The funds were allocated to support a series to include four internationally renowned speakers presenting research on the politics of diversity followed by a two day symposium where UBC Political Science graduate students would present papers on the politics of diversity.

- ***Centre for Culture, Identity and Education, and Centre for Race, Autobiography, Gender and Age - Project Social Justice Praxis: Theory, Research and Activism on Campus and in the Community***

This project aimed to organize and showcase four different models of social justice praxis work developed by academics and community activists. Each event, organized as a half day Symposium, showcased the latest developments in theory, research and practice of UBC faculty, staff and students.

- ***School of Social Work – Educational Equity and Diversity Strategic Plan***

The School of Social Work aims to develop a comprehensive educational equity and diversity strategic plan that addresses employment, student recruitment and admission, teaching and learning. Partial funds were provided for the analysis of theory and research proposed for the first year of the project.

- ***Computer Science – Broadening Employment Outcomes for Undergraduate and Graduate Women in the Field of Computer Science***

Partial funding was provided to implement a number of tactics that would support and encourage greater participation by Women in pursuing industrial and research careers in Computer Science.

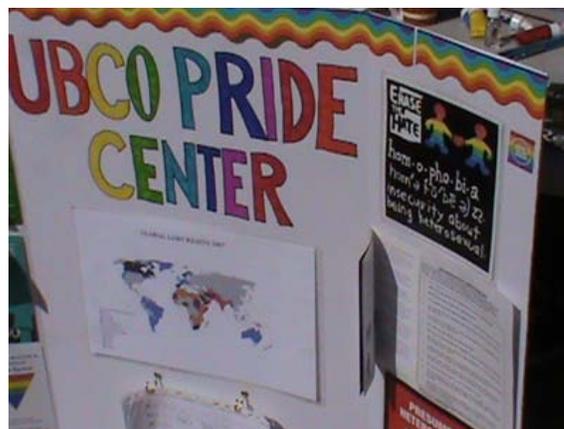
In 2010, one initiative was approved for funding of \$2,400 at the Okanagan campus as follows:

- ***Disability Resource Centre (DRC) – Building Awareness of Access and Ability through the Arts***

This project entails a series of interactive media based events which were designed to specifically increase the knowledge and awareness of the diversity of ability and enhance access for all. The events were organized and implemented by work study/learn students at the DRC and promote and highlight the artistic talents of campus and local community members.

OutWeek Celebrations

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 2010 the Vancouver Equity Office met regularly with Pride UBC's Outweek planning team and, as part of the week-long series of events, offered a Positive Space workshop to students, staff and faculty.



On the Okanagan campus, the Equity Office collaborated with various campus units, faculty and students to develop a week-long series of events that began with raising the Pride flag followed by five days of educational and outreach activities. The Equity Office sponsored the showing of "Fagbug" and brought filmmaker Erin Davies to campus.

Commemorating International Day for the Elimination of Racial Discrimination – March 21st

On the Vancouver campus, the Equity Office coordinated an afternoon program for the UBC community in recognition of this important day at the TELUS Theatre, Chan Centre for Performing Arts. The event opened with a reading and talk on “*Poetry Against Racism*”, by Dr. Roy Miki, a writer, poet, and editor. Students then performed in a poetry slam contest entitled “*Racism Experienced or Witnessed*”. Following the poetry slam, Mr. Lynn Manning, an award winning poet, playwright, actor, and former blind Judo champion of the world, performed his autobiographical play, “*WEIGHTS*”.

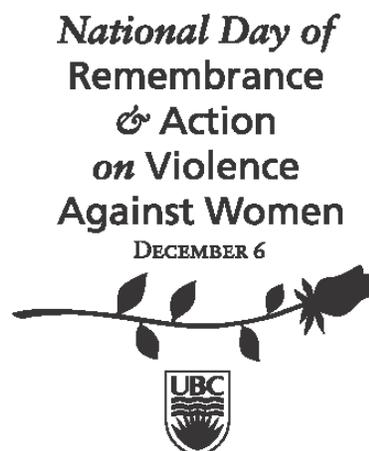
The Okanagan Equity Office collaborated with Campus Life, Residences, International and Aboriginal Programs and Services and others on campus in the development of a week of programming under the theme “*Eliminating Racism: Engage, Learn, Connect*”. Programming included various fine arts, interactive and library displays, resource fairs, luncheon talks on Aboriginal social justice issues, presentations of Classroom Drama and debriefing sessions as well as an open talk by Arun Agrawal titled “*Communities, Livelihoods, & Carbon*”.

UBC Thrive Committee – Vancouver campus

In 2010, the Vancouver Office continued to participate as a member of the UBC Thrive Advisory Committee. UBC Thrive organizes a week-long series of events with different departments, units, clubs and organizations that have an interest in creating a campus culture that understands mental health and wellbeing and its importance. Thrive 2010 was held in early November with 20 UBC groups, clubs, and departments participating in over 30 events that were hosted across campus! Thrive is a joint initiative of the Department of Health, Safety and Environment in partnership with Healthy Minds at UBC (an initiative of the Office of the Vice President, Students).

Commemorating National Day of Action and Remembrance on Violence Against Women (December) – Vancouver campus

The Equity Office was part of the organizing team for events to commemorate December 6th, the *National Day of Action and Remembrance on Violence Against Women* again this year. Events included an Allies pancake breakfast and a fundraising dance, with proceeds of both going to help support services for women experiencing gender-based violence; a Memorial Service for the 14 women who were murdered at l’Ecole Polytechnique de Montreal on Dec 6, 1989 and all those who have experienced gender-based violence; and a Candlelight Vigil.



Holocaust and Genocide Education Forum – Okanagan campus

2010 marked the second year the Okanagan campus hosted a Holocaust and Genocide Education Forum. The Forum brings together community members, UBC scholars, high school students, and victims of genocide of the Holocaust in a discussion of the causes and consequences of genocide. It is an opportunity to use education and self-awareness as a means to prevent future occurrences of genocide.



Promoting UBC's Respectful Environment Statement

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. Vancouver Equity Office staff also participate in a working group to advance awareness and promote the Statement to the student body. This group brings together representatives from various student service units, the Office of the Ombudsperson for Students, the Alma Mater Society and Graduate Student's Society to develop strategies and tactics to raise awareness of the meaning and intent of the Statement to the student body.



IDEA (Institute for Diversity Equity and Action in Teaching and Learning) Planning Team – Vancouver campus

In early 2010 members of the Vancouver Office joined a planning team led by TAG (now the Centre for Teaching, Learning and Technology) to enhance capacity for equity by devising a new educational development program that would encourage UBC faculty and graduate students to create new, or enhance existing, undergraduate courses with significant “diversity learning” content. While the planning team met regularly to devise course criteria, to learn about program models used at other post-secondary institutions, and to identify UBC challenges and opportunities, it was decided to put the project on hold pending the introduction of the Equity and Diversity Strategic Plan.

National and International Networking

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

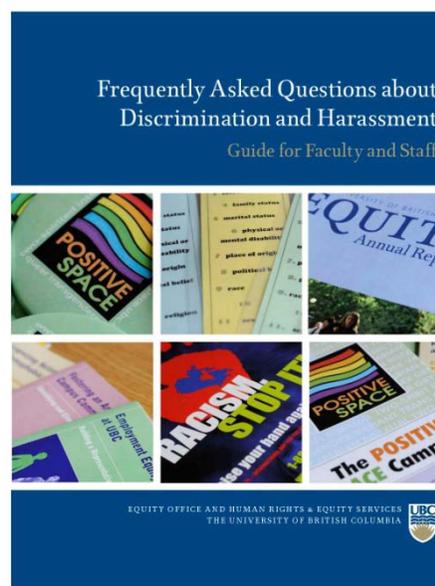
The Equity Office is one of seven participating universities in the International Equity Benchmarking Project along with Auckland University, the University of Melbourne, the University of Queensland, Queensland University of Technology, and the University of Western Australia, the University of Nottingham.

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.

Information Sources

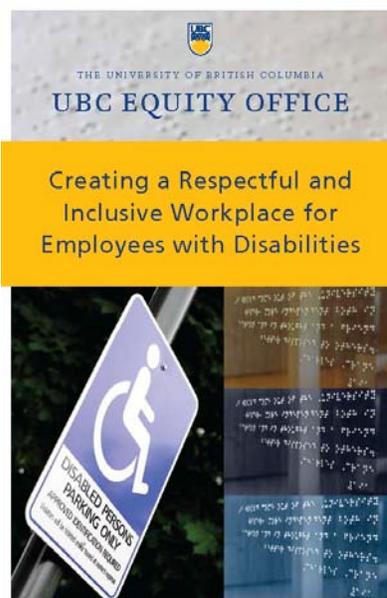
The Equity Office produces and distributes a series of five core brochures relevant to discrimination and harassment at UBC. Available in print and online, this series includes the following titles:

- *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*



We also produce supplemental brochures, guides, reports and information materials that are distributed through a variety of channels and available by request or online. Titles of our supplemental materials include:

- *Creating a Respectful and Inclusive Workplace for Employees with Disabilities*



- *Employment Equity and Census FAQ*
- *Exemplary Practices in Equity and Diversity Programming at University of British Columbia Vancouver*
- *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,*
- *Inclusive Language Guidelines* (online only at <http://www.publicaffairs.ubc.ca/styleguide/>), and
- *The Positive Space Campaign: Sexual and Gender Diversity at UBC*

Equity Office websites, www.equity.ubc.ca and <http://web.ubc.ca/okanagan/equity/welcome.html>, serve as key communication and information tools for our Offices. These sites provide extensive information on various forms of discrimination and harassment, services offered, and access to information materials.

We also maintain the following supplemental websites.

- <http://diversity.ubc.ca/> a 'hub' for diversity and equity-related links from across UBC. UBC members can find relevant UBC resources in the areas of employment, academic programs, research, university services, campus involvement and engagement, grants, awards and other diversity and equity related resources.
- <http://www.ubc.ca/okanagan/cyberabuse/welcome.html> a resource dedicated to Cyber Abuse. Includes definitions, examples, prevention techniques and information on reporting.
- <http://equitymatters.ubc.ca/welcome.html> website specific to the Equity Matters Campaign at the Okanagan campus.
- <http://positivespace.ubc.ca/> website specific to the Positive Space Program on the Vancouver campus.

Looking Ahead

In 2010, the Equity Office began an initiative in which Equity Advisors meet with all new Academic Heads of Unit to provide them with information about the services and programs offered by the Equity Office. The initiative was very well received and will be continued and expanded in 2011. In addition, the Associate Vice President, Equity began working with Faculty Relations to develop training modules related to faculty recruitment. As UBC is committed to a fair and equitable process for the selection and appointment of all faculty and staff, it is particularly important that senior positions be filled through processes that incorporate equity both in practice and appearance. In 2010, therefore, Faculty Relations and the Equity Office provided equity briefings to decanal search committees. This training will be provided more broadly in 2011.

The Equity Office intends to be more active in reaching out to other units to advance equity and training initiatives. This will mean working with Deans and Heads of Units to encourage them to consider equity issues in their planning, hiring and recruitment, and will require continued collaboration with other campus units to provide training and education to advance equity at UBC.



a place of mind
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