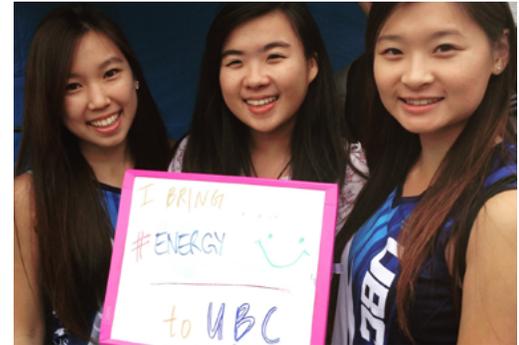
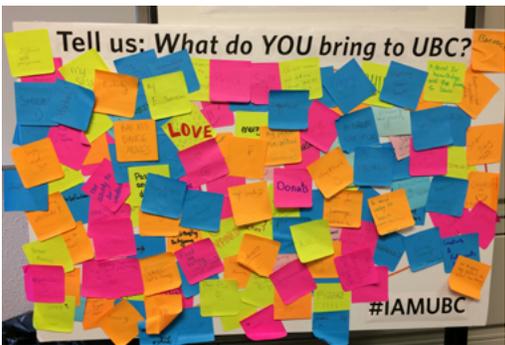


Equity and Inclusion Office Annual Report 2015/16



THE UNIVERSITY OF BRITISH COLUMBIA

Introduction



A community in which human rights are respected, and equity is embedded in all areas of academic, work, and campus life.

Reflecting on my first year as the Associate Vice President, Equity & Inclusion, I am struck by the energy and commitment that exists to fulfill the vision of the Equity & Inclusion Office:

Through leadership, vision and collaborative action, the Equity & Inclusion Office continues to further UBC's commitment to excellence, equity and mutual respect.

In the past year the Office has collaborated with faculties, units and stakeholders across both campuses to embed equity, diversity, inclusion and intercultural understanding.

Several of the highlights of the 2015/2016 academic year:

- Provided funding for twenty community projects on both campuses through the UBC Equity Enhancement Fund;
- Expanded student leadership to include Active Witnessing training and the Equity Ambassadors peer program;
- Introduced a series of workshops for faculty and staff called 'Connect with Respect';
- Partnered with campus units to present exciting public events such as the Realities of Racism conference; UBC Centennial Lunar New Year Festival; and Sexual Assault on Trial: Ghomeshi, Survivors, Media & the Law.
- Supported the development of UBC's first Sexual Assault policy to provide clarity for survivors and their supporters;
- Welcomed Dr. Jude Tate as Director, Equity & Inclusion in March 2016;
- Conducted "U Count at UBC", a university-wide employment equity census of faculty and staff;

As we look forward to the 2017/18 academic year, I am excited about some of the partnership opportunities we are undertaking to further our community's common goals.

- With new strengths and talents in the Office, we will be able to respond to the education, facilitation and conflict engagement needs of the University.
- We will undertake a diversity assessment to better understand how to best attract, retain and support to success a diverse range of students.
- We will work closely with **Wellbeing@UBC** to create an inclusive and connected community that can flourish.

Through our Respectful Environment statement, the University envisions a climate with the best possible conditions for learning, research and work that is supported by an environment that is dedicated to excellence, equity, diversity and inclusion. Diversity, equity, and excellence are not only institutional values; they are also about the people who make up our UBC community.

Through the access program it provides, the professional development offered to our staff and managers, and the work that has been done to recruit excellent faculty and staff, UBC is striving to create a diverse population of students, staff, and faculty. To succeed as a world-class university, UBC recognizes that diversity is necessary for excellence.

The Equity & Inclusion Office contributes to this mission through three fundamental activities:

- 1. Compliance and Data Collection** – through robust data collection and analysis as well as case and issues management, the Equity & Inclusion Office uses a research informed approach to all of its work.
- 2. Education and Leadership** – whether sharing the wonderful initiatives taking place across the University or through custom-built presentations and workshops, a key role for the Equity & Inclusion Office is education and communication of the core values of mutual respect and inclusion.

- 3. Proactive Initiatives** – from developing resiliency, to conflict management, to creating impactful programs, the Equity & Inclusion Office works closely with faculty, staff and students to ensure they have the tools and skills necessary to create a socially sustainable community.

The work of the Office requires building strong partnerships and rich collaborations. This year we will continue to work closely with units to support and facilitate equity and diversity initiatives that benefit the university community at large.



Sara-Jane Finlay, Ph.D.
Associate Vice President, Equity & Inclusion

About the Equity and Inclusion Office

The Associate Vice President, Equity & Inclusion reports to:

- Vice President, Human Resources, Lisa Castle
- Provost and Vice President Academic pro tem, Dr. Angela Reddish
- Vice President, Students, Dr. Louise Cowin
- Deputy Vice Chancellor, Dr. Deborah Buszard

Compliance

Employment Equity Report

UBC is committed to improving employment equity and protecting the human rights of students, faculty and staff across its campuses and work sites. These areas of focus are integrated into the University's broader commitment to excellence and mutual respect.

The Employment Equity Report fulfills UBC's commitment to comply with the Federal Contractors Program (FCP), which requires that employers of a certain size develop an employment equity plan in order to receive Federal government funding.

The report provides tables showing the headcount and proportion of employees in each Occupational Group and Designated Group. "Occupational Group" refers to Employment Equity Occupational Group (EEOG), which combines jobs that are similar in level or type of work.

"Designated Group" includes the four groups designated by legislation - Women, Aboriginal Peoples, Visible Minorities, and Persons with Disabilities - as well as a fifth category that UBC has chosen to designate, Sexual/Gender Diversity. UBC's internal data is compared to the prior year as well as to external Census-Canada data.

Employment Equity update for 2015/16

- In March 2015, the University appointed Dr. Sara-Jane Finlay as the Associate Vice President, Equity & Inclusion. Through her office, education, outreach and proactive strategies focused on improving equity employment are offered on both campuses.
- Dr. Jennifer Love was appointed in July 2016 as Senior Advisor to the Provost on Women Faculty, to continue pre-existing successes in promoting faculty diversity through policy development, advancement and leadership, and ongoing research.
- Several administrative departments (for example Access & Diversity) co-ordinate disability-related accommodations for employees who require equipment or mobility assistance.

- The Campus and Community Planning unit works to resolve physical accessibility issues on campus.
- UBC's Return-to-Work team helps many staff stay at work or return to work during or after an illness or disability. There is an increased emphasis on services which foster mental health and wellbeing through newsletters, workshops, and awareness-raising campaigns.
- In 2015 UBC created a presence on *aboriginalcareers.ca*, to extend advertising reach beyond paper advertisements previously sent to Band offices.
- The Positive Space Campaign is a campus-wide initiative to help make UBC more receptive and welcoming to the lesbian, gay, bisexual, trans, two-spirit, queer, questioning, intersex and asexual community, offering workshops and supporting resource-person advocates in the workplace.
- UBC continues to deliver Selection Interviewing Workshops to ensure recruiters understand effective recruitment practices that avoid discrimination. The University also delivers presentations to recruitment panels for senior positions - up to and including the position of President - to ensure panels consider the impact of personal bias and the value of diversity.
- UBC provides a variety of general practices to encourage skills growth and career mobility. Because historically-disadvantaged groups are more likely to face obstacles in these areas, we expect these robust practices to improve equity and equality. Specific examples include: a formal career navigation service; an ongoing funding commitment to provide on-line learning through Lynda.com to staff and faculty free of charge; and a new professional development fund for CUPE 116 employees working in trades, sales, services, and as labourers.

Campus-wide expectations of metrics-based decision-making are growing and evolving, as UBC begins to consider new options to re-fresh its approach and increase its own standards. We look forward to taking advantage of the increased response rate from our re-survey of the Equity Census in 2016. UBC enters its second century with growing expectations that everyone will meet and exceed compliance standards and increasingly break new ground. Employment Equity is part of this effort.



An Equity & Inclusion Office staff member welcomes people to a staff orientation in Brock Hall.

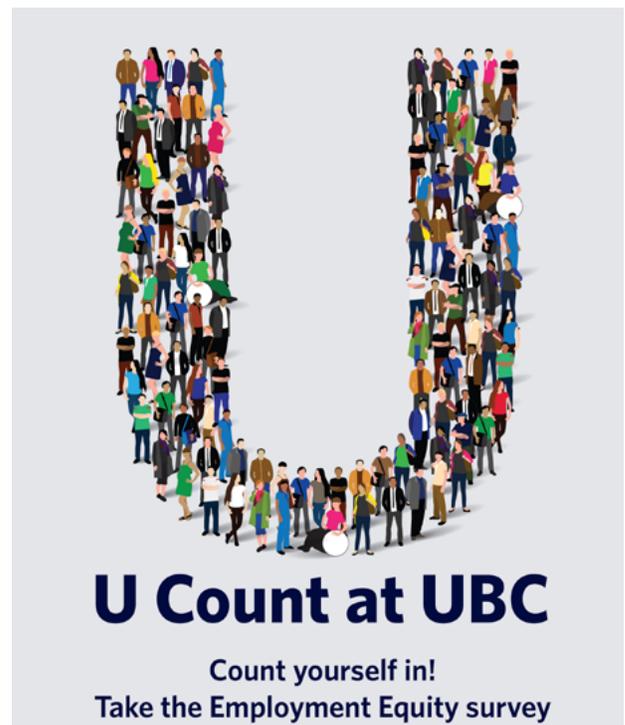


Karyn Magnusson, Managing Director, Building Operations, introduces the U Count census at a Town Hall.

U Count Employment Equity Census

In May 2016, UBC launched the U Count Employment Equity Census to encourage all employees to complete or update their employment equity data. This was the first census of the UBC workforce since 2008.

- Overall response rate was increased by 16% (from 56% to 72%) – a significant success in a university that has seen declining response rates since 2008. The university now has an up-to-date snapshot of the employment groups.
- Key to the success of the census was the “small campus” approach taken to communicate the project. The AVP, Equity & Inclusion met with Deans and senior administrators on both campuses to gain their assistance in promoting the campaign to employees within their units.
- Communication templates and resources were provided to build a strong sense of community responsibility for the completion of the survey.
- The Office partnered with units such as Student Housing & Hospitality Services and Building Operations, to conduct the census in-person at staff meetings using paper-based surveys.



Discrimination and Harassment Report

Discrimination and Harassment Report

In the conflict management portfolio, we have successfully resolved 110 human rights concerns with only three referred externally for investigation by the Equity Complaint Manager.

Of the protected grounds, the three largest areas of concern were discrimination or harassment on the basis of sex, race, and ability.

Informal Complaint Files

Total files: 110

Vancouver Campus: 103
Okanagan Campus: 6
UNBC 1

Files referred to formal process: 3

1 file (Vancouver) student to student sexual harassment allegation: referred to Student Non-Academic Misconduct;

1 file (Vancouver) student to faculty disability discrimination allegation: referred to formal process under Policy 3.

1 file (Okanagan) student alleging sexual harassment and assault against students and employee: referred to Student Non-Academic Misconduct process.

The Office has a high success rate in the informal resolution of concerns that come to the office. While a total of 110 files were opened, only three of these were referred to the formal process.

The formal process is an investigatory one and can be seen as adversarial by the participants. While it offers outcomes and resolution for the complainant, it does little to improve the broader environment and often leaves secondary or auxiliary issues unresolved.

Our aim in the Office is to informally resolve as many of the files as possible because this provides an opportunity to do broader based education work on the values of equity, diversity, inclusion, and mutual respect. It is a significant strength of the discrimination and harassment prevention work of the office that the vast majority of complaints are resolved through informal processes of mediation, conflict engagement, education and facilitation.

July 1, 2015 - June 30, 2016

Personal Harassment/Bullying/ Conflict	36
Sex	29
Disability (including accommodation)	15
Race	13
Religion	4
Transgender	4
Family status	2
Other grounds	7
Total Informal Complaints	110

Conflict Management

Conflict management work is resource intensive, requiring significant one-on-one work to bring about successful resolutions. Day-to-day case management of human rights concerns and complaints is increasing year-to-year, as is the complexity and intersectionality of complaints.

Strong partnerships have been developed with Medicine, Pharmacy, Arts, Nursing and Human Resources (particularly Faculty Relations) in the provision of high quality conflict management mediation, education and strategic work.

Education

Education Program Overview

The Office works to heighten campus awareness of issues and needs concerning respectful spaces in the learning, working, and living environments on both campuses.

We achieve these outcomes through a myriad of methods including education, consultation, collaboration, policy, conflict management support, and the provision of resources to the university community.

We work with students, administrators, faculty, staff, and representatives from unions, employee associations, departmental equity committees and the wider community.

Below are highlights of the range of initiatives from the UBC Vancouver Equity Educators in 2015-16.

Student Leader Development

Equity Ambassadors - Educate. Engage. Empower.

The Equity Ambassador (EA) program is part of the Social Change category of Peer Programs in the Center for Student Involvement and Careers.

The purpose of the program is twofold: 1) students develop their knowledge and skills on social justice issues, and 2) engage the campus community in dialogue on issues of equity, diversity and inclusion. The slogan: "Educate. Engage. Empower." encompasses their mandate.

Intercultural U, an exhibition of visual and performing arts from various cultures that is organized in observance of the International Day for the Elimination of Racial Discrimination, was the EA's largest and most successful event this year.



Spring Welcome: Community Building Through Action

In 2016, the Equity Educators in partnership with the Center for Student Involvement & Careers lead Spring Welcome, a day long education and orientation event for students hired to facilitate UBC Orientation, including Imagine Day.

This workshop, mandatory for student leaders, provides education on action in response to discriminatory comments, or stigmatizing situations. Key outcomes include student leaders developing capacity that integrates and interacts with notions of community building, and learning to enact community-building in their groups, units and academic environments.

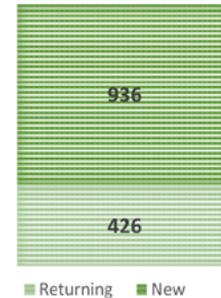
Peer-Education: Active Bystander Facilitators

The Active Bystander (AB) program is a student leadership program designed to provide students with the knowledge, skills, and confidence required to facilitate the Active Bystander programming through the Community Building through Action workshop.

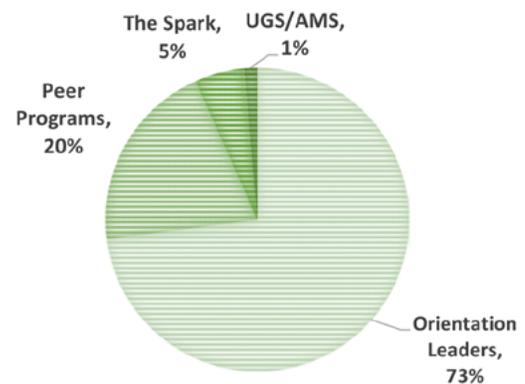
The program not only educates students about diversity, but gives them strategies to be more than a bystander. Formerly known as the “Really?” campaign, it originates from the “Active Witness Model” developed by Dr. Ishu Ishiyama (2000).

The Community Building through Understanding and the Community Building through Action workshops are delivered to 1200 new student leaders. Students returning to student leadership roles (400), attended two newly designed workshops, Community Building through Reflection, facilitated by student and staff, and Community Building through Practice.

COMMUNITY BUILDING PARTICIPANTS



STUDENT GROUPS REPRESENTED



“What do you bring to UBC?” Students visit the Imagine Day booth in September 2015.

Education

Know My Campus: UBCfyi (first year information) Newsletter

Online pre-arrival communications for new students in the 'Know My Campus' campaign are designed to introduce students to UBC's values for a safe, respectful, and inclusive environment.

Content is organized around three topic areas: A Place of Connection, A Place of Learning and Discover Your Place. Leveraging existing channels (including UBCfyi and social media), the campaign uses blog posts, videos, and interactive resources to introduce students to the content.

The Equity Educators co-lead an Expert's Table of key collaborators to develop themes of: A Place of Connection, A Place of Learning, and Discover Your Place. Additional content pieces, blogs, speeches, and videos are utilized to better communicate UBC's values and introduce students to the campus culture.

The UBCfyi newsletter demonstrated increased interest and uptake, surpassing rates of response from previous years with highlights from the Place of Learning and Place of Connection sections.

Interculturalism at UBC

New outreach and collaboration with the School of Kinesiology's KIN 465: Interculturalism, Health & Physical Activity on research projects that explore Interculturalism at UBC. Equity Educators were key research partners for the student research. Projects are published online:

a. Lesbian, Gay, Bisexual, and Queer Physical Activity Access and Engagement
<https://sustain.ubc.ca/sites/sustain.ubc.ca/files/seedslibrary/LGBQFinalReport.pdf>

b. Discovering Varsity Athletics: Creating an Inclusive Community
<https://sustain.ubc.ca/sites/sustain.ubc.ca/files/seedslibrary/Discovering%20Varsity%20Athletics%20%28Final%29.pdf>

Other initiatives where the EIO collaborated with students and staff to support annual events included Outweek, Transgender Day of Remembrance, and December 6th.

Educational programming at UBC Vancouver

In 2015-16 the Equity & Inclusion Educators presented a number of workshops to students, faculty, and staff on both campuses.

- Equity & Inclusion Overview
- Equity Enhancement Fund Student Workshops
- Intro to Inclusion
- Intercultural Awareness
- Making a Respectful Campus
- Maximizing Your Effectiveness in Difficult Conversations
- Respect" Orientation for Student Athletes
- Selection Interview
- Speak-Up (Connect with Respect)

Faculty equity search committee

UBC benefits when equity, diversity and inclusion are considered throughout the recruitment process. Those responsible for recruiting faculty have a responsibility to conduct a purposeful, thorough and equitable recruitment process.

Each year, the AVP, Equity & Inclusion, and representatives from Faculty Relations, and the Senior Advisor to the Provost on Women Faculty assist departments meet their recruitment goals through briefing search committees on topics related to equity, diversity and inclusion.

Key factors in the presentations:

- Selecting a diverse search committee
- Roles & responsibilities of search committees
- Job descriptions and advertising
- Screening, interviewing and selecting candidates
- Unconscious bias

Academic Leadership Development Program (ALDP)

The AVP, Equity & Inclusion makes presentations to the ALDP program each year to inform academic leaders about the Office's mandate, services and educational programs.

Education



Positive Space Campaign

The Positive Space Campaign works to make UBC more receptive to and welcoming of its LGBTTQIA+ students, staff and faculty.

Led by the Equity Facilitators and volunteers, 20 workshops were delivered this past year across both UBC campuses to audiences comprised mainly of students and staff.

Positive Space workshops have also been held for off-campus groups including for Emily Carr University.



Pamela Richardson appears in the "Our Stories" series about Positive Space resource persons.

Our stories: Positive Space resource people

In 2015-16, the Equity & Inclusion Office at UBC Okanagan interviewed seven Positive Space resource persons and published their stories on positivespace.ubc.ca.

The profiles provided a platform for the resource persons to talk about why they took the Positive Space training and why they felt it was important.

Educational initiatives at UBC Okanagan



Deputy Vice-Chancellor, Deborah Buszard speaks at the launch of the rainbow staircase at UBC Okanagan on April 18, 2016.

UBC Okanagan Rainbow Staircase

On April 18, 2016, the Equity & Inclusion Office and the Pride Resource Centre hosted a public unveiling of the Rainbow Staircase installation, located directly outside the University Centre building at the Okanagan campus.

The UBC Student's Union Okanagan generously supported the project. The installation is set to be in place for 18 months with the hope that a more permanent installation will follow the pedestrianization of University Way.

The project also includes new research by the Que(e)rying Campus research team, who have spent the last year interviewing queer, and/or indigenous, and/or racialized students at UBC Okanagan to hear about their experiences on campus and in Kelowna.

Education

Educational programs at UBC Okanagan

In 2015-16, the Office introduced the Equity Ambassador program for students to the Okanagan campus. The first full year of programming is scheduled to roll out for the Winter 2017 Academic Year.

The Equity Ambassador program is promoted cross-campus, with students applying through UBC Okanagan's Get Involved program which is administered by the Advising & Involvement Centre.

During the year, the Office expanded its outreach, directly and through collaborations with on-campus partners, to local community organizations throughout the Okanagan. These included the Okanagan Regional Library (Vernon Branch) and Elizabeth Fry Society (Kelowna) for Rule Out Racism Week (March 21-24, 2016) and other educational opportunities.

Partnerships with UBC Okanagan units:

- Campus Health
- Centre for Teaching and Learning
- Faculty of Creative and Critical Studies
- Human Resources
- UBC Okanagan Library
- UBC Students' Union Okanagan Resource Centres: Pride Resource Centre & Women's Resource Centre*
- School of Nursing
- AVP Students Portfolio
- SARA (Sexual Assault and Rape Awareness) student group
- Aboriginal Programs & Services*
- Institute for Community Engaged Research*
- Student Recruitment & Advising*

*Indicates new partnership for 2015-16.

Workshops offered at UBC Okanagan

- Bystander Intervention for Sexual Assault
- Community Building Through Action
- Equity & Inclusion Office Basics
- Employment Equity
- Inclusive Language Training
- Positive Space
- Positive Space: Train-the-Trainer
- Responding to Disclosure of Sexual Assault



Your Words Have Power campaign

The Okanagan Office introduced the *Your Words Have Power*, Inclusive Language Campaign in 2015 to help make UBC Okanagan a more respectful place for students, faculty and staff.

Through the campaign, events, workshops and videos were produced to encourage participants to learn inclusive language and speak out against discriminatory language.

Three student-produced videos were created to coincide with cross-campus initiatives such as Thrive Week. They are published on the UBC Okanagan Youtube site.

- **Cultural Appropriation & Halloween Costumes:** This video, featuring international student Natalie Wong, was released to coincide with the Culture is not a Costume campaign.
- **Mental Health:** In recognition of Thrive Week, Lyndon Duncan discusses the use of the word 'depressed' and the topic of trivializing mental illness.
- **Sexual Assault Prevention:** In recognition of UBC Sexual Assault Awareness Month, Lea Sebastianis, Co-Director of SARA (Sexual Assault and Rape Awareness campaign), discusses the role of language in setting up and reinforcing systems of oppression that may ultimately lead to sexual violence.

More information on the campaign is found at equity.ok.ubc.ca/programs.

Proactive Strategies

Sexual Assault Policy development

In January 2016, President Martha Piper asked the Office of the University Counsel to convene a policy committee to develop a new Sexual Assault Policy.

Led by Kimberley Beck, Legal Counsel from the Office of the University Counsel and Sara-Jane Finlay, Associate Vice President, Equity & Inclusion, the committee included eleven members from both campuses.

President Martha Piper appointed the UBC Sexual Assault Panel to lay the groundwork for a UBC-wide sexual assault action plan. The volunteer panel, chaired by Professor Janine Benedet of the Allard School of Law, worked to outline action items in relation to prevention, response, institutional accountability, and the overall UBC climate around sexual violence.

On May 19, 2016, British Columbia's Sexual Violence and Misconduct Policy Act, received Royal Assent, making British Columbia the second Canadian province to pass legislation requiring mandatory policies and procedures regarding sexual assault and sexual violence on post-secondary campuses.

The draft Policy #131 (Sexual Assault) was presented to the Board of Governors in June 2016.



Participants at the Sexual Assault: Discourse & Dialogue event.

Sexual Assault: Discourse & Dialogue 2016

was held on February 15 & 16, 2016 to discuss how UBC can move towards positive, timely, and effective action on sexual assault.

- The event provided an opportunity for faculty, graduate students, and staff to consider various issues raised by sexual assault and sexual assault policy in the university context.
- Event organizers included UBC professors Carrie Ichikawa Jenkins and Alan Richardson from the Faculty of Philosophy with support from the Equity & Inclusion Office.

Vice-President Strategic Committee on Equity and Diversity

In January 2016, the Vice Presidents' Strategic Implementation Committee on Equity and Diversity (VPSICED) was formed with a membership broadly representative of faculty, staff and students at UBC.

Using a 'working group' model, initially two tables of experts were created: one focused on Race & Leadership, and another on issues for Trans, Two-Spirited, & Gender Diverse students, staff and faculty.

Their mandate is to generate recommendations which are reviewed by the VPSICED and referred to the appropriate Vice President for potential action. A third working group looking at Retribution & Retaliation has also been established.

As a result of a recommendation made by the Trans, Two-Spirited, & Gender Diverse working group, changes will be made to Policy #3 (Harassment and Discrimination) to include 'gender identity and gender expression'. UBC is the first institution in British Columbia to make this change.

Proactive Strategies



What is your great idea to make UBC a better place?

The fund supports community-based initiatives that enhance equity, diversity, inclusion and intercultural understanding at UBC.

equity.ubc.ca

Apply for the **UBC Equity Enhancement Fund**

Equity Enhancement Fund

The Equity & Inclusion Office administers the Equity Enhancement Fund, which each year disperses funding for community-based initiatives that enhance equity, diversity, inclusion and intercultural understanding.

In 2016, five groups at UBC Okanagan received funding totaling \$15,000, and ten groups at UBC Vancouver received funding totaling \$70,000.

2016 recipients for UBC Okanagan

- *Indigenous Tattooing School*: Dion Kaszas, student in the Faculty of Creative and Critical Studies.
- *Food Insecurity*: UBCO Campus Life.
- *UBC Okanagan Human Library and Panel 2017*: UBC Okanagan Library.
- *Tea Talks Education Resources*: UBC Students' Union Okanagan Women's Resource Centre.
- *Told But Unheard Stories: Raising Awareness About Racism through Documentary Animation*: Students from the Faculties of Arts, Sciences and School of Nursing, partnered with Okanagan Korean Culture & Knowledge Society.



Indigenous Tattooing School

The fire to revive Indigenous tattooing has been ignited in North America. The objective of this project was to host a residency-style training program to help fulfill the need for trained cultural tattoo practitioners in Canada.

Through the project, four Indigenous artists became qualified professional cultural practitioners, trained in design application, cultural and spiritual safety, and the health aspects of tattooing.

During their training they undertook research into cultural and ancestral tattooing tradition, cultural protocols that relate to the application and practice of tattooing in each community, and design application.

The goals of the project were to train the artists in the practice of traditional tattooing, including the practice of hand poke and skin stitch tattooing, and to instill responsibility as cultural practitioners.

As a result of the project, each artist built an essential set of skills to resist the decolonization process which can lead to the healing of their respective communities. By reviving a key cultural artistic tradition they were able to return a practice to strengthen them as individuals in their own cultural identity.

2016 recipients for UBC Vancouver

- *3rd Annual Nehiyo-paskwa-itsimowin (Pow-Wow):* First Nations Studies Students Association.
- *Extending the Conversation on Sexual Violence in Asian Communities on Campus and Beyond:* UBC Asian Canadian and Asian Migration Studies Program (ACAM).
- *Linking and Diversifying Diversity and Inclusion Efforts:* Faculty of Forestry.
- *Cascadia Women's Debating Championships:* UBC Debate Society.
- *Enhancing Our Understanding of Indigenous Worldviews: A Training Program for UBC Libraries* UBC Library
- *Cultivating Creative Communities:* Faculty of Education.
- *Teacher Education for All: Creating Learning Environments That Are Inclusive of Sexual and Gender Diversity:* Faculty of Education.
- *Racialized Students Resistance Conference 2017:* RAGA Student Networks.
- *UBC African Intergenerational Dialogue Series:* UBC Afindisé - UBC Africa Awareness Initiative.
- *A Call to Action: What Do Medical Learners with Disabilities Need to Optimize their Learning?:* UBC Medical Undergraduate Society.
- *Building Ethnic Diversity into Canada's Stem Cell Donor Database:* UBC Stem Cell Club.
- *Intersectional Asian Canadian Initiative:* UBC Department of History.
- *7th Annual F-Word Conference:* The F-Word Conference Planning Committee and the Gender, Race, Sexuality and Social Justice Undergraduate Student Association.

- *Indigenous Sharing Series:* Indigenous Students Association.
- *Perspective and Strength: Changing the Discourse on Vancouver's Downtown Eastside through Improved Student Orientations:* UBC Learning Exchange.



Teacher Education For All!

teach.educ.ubc.ca/TEFA

Teacher Education for All!: Creating Learning Environments That Are Inclusive of Sexual and Gender Diversity

The Teacher Education for All! project aimed to build capacity for faculty, staff, and students in Teacher Education at UBC to create and provide an inclusive culture, work place, and learning environment at UBC.

They endeavored to focus on intersectional approaches to thinking about sexual and gender diversity and pedagogical approaches to recognize, and intervene to transform the impacts of systemic discrimination.

The project was co-founded and funded by the UBC-ARC Sexual Orientation and Gender Identity Fund. ARC Foundation is a private foundation established in 2009, based in Vancouver, BC. ARC supports projects that exhibit Awareness, Respect and Capacity in improving the status of those who are marginalized in society by sexual orientation, gender identity, ethnicity or financial status.

Campaigns & Events



Margot Young, Professor at the Allard School of Law, moderates the Sexual Assault on Trial event on June 15, 2016.

Sexual Assault on Trial: Ghomeshi, Survivors, Media & the Law

Since Jian Ghomeshi's high profile court case and acquittal in March 2016, sexual assault survivors, the legal world, the media, and the public have weighed in on the shortfalls of the criminal justice system when it comes to dealing with sexual assault.

A panel discussion was held on June 15, 2016 at the Robert H. Lee Alumni Centre with 379 attendees.

- The panel was chaired by Margot Young - Professor, Allard School of Law, and included Natalie Clark - Instructor and Chair, Field Education, School of Social Work; Jennifer Koshan - Professor, Faculty of Law, University of Calgary; and Lucia M. Lorenzi - Department of English Research Assistant, TRaCE Project UBC.
- The event was presented in partnership with Alumni UBC and with support from Access & Diversity, the Centre for Feminist Legal Studies at the Allard School of Law, the Equity & Inclusion Office, the UBC Faculty Association - Status of Women Committee, the Sexual Assault Support Centre (SASC), and Student Development Services.



Lucia M. Lorenzi, Natalie Clark and Jennifer Koshan (l to r) at the Sexual Assault on Trial event.



Sexual Assault on Trial event at the Robert H. Lee Alumni Centre.

Complicity & Complexity: Realities of Racism at UBC Conference

Sharing research, narratives, and stories

March 22, 2016
9am - 4pm
Liu Institute for Global Issues
6476 NW Marine Drive

Keynote Presentation
Annette Henry
Department of Language and Literacy Education, Faculty of Education

"We especially welcome applications from visible minorities": Reflections on Race, Gender and Life at UBC

The conference aims to grow literacy and explore topics around race and racism. Researchers will present short, TED-talks style presentations followed by discussions with audience members.

We aim to provide a space for courageous conversations about systemic racism and to facilitate the growth of effective anti-racism practices at UBC.

FREE EVENT - RSVP online

diversity.ubc.ca

With generous support from:

Office of the Provost and VP Academic Vice-President, Students
UBC Human Resources

UBC a place of mind THE UNIVERSITY OF BRITISH COLUMBIA
Equity and Inclusion Office

LIU INSTITUTE FOR GLOBAL ISSUES

Event poster featuring Professor Annette Henry.

Complicity and Complexity: Realities of Racism at UBC Conference

The full day conference held on March 22, 2016, aimed to grow literacy and explore topics around race and racism by showcasing researchers in the field. Held in honour of the United Nations International Day for the Elimination of Racial Discrimination, the event provided a space for courageous conversations about systemic racism.

The keynote was presented by Annette Henry, Professor in the Department of Language and Literacy Education in the Faculty of Education - "We especially welcome applications from visible minorities": Reflections on Race, Gender and Life at UBC.



Dominique Battista speaks at the Complicity and Complexity Conference on March 22, 2016.

Conference presentations:

- *Genetic Ancestry Testing and the Meaning of Race* by Wendy Roth, Associate Professor, UBC Department of Sociology.
- *Development of Implicit Race Bias* by Antonya Gonzalez, PhD student, Developmental Psychology, UBC Department of Psychology.
- *Toward a History of Counselling Psychology in Coast Salish Territory: Reimagining an Inclusive Profession* by Dan Clegg, Counselling Psychology doctoral student in the Faculty of Education.
- *At UBC Centennial: Who are We? Where are We? When are We?* by Henry Yu, Professor, Department of History.
- *Continuing Dialogues: Race and Reality in Hua Communities at UBC* by Syed Faiz Jaffar of the UBC Hua Dialogues.
- *UBC's Asian Canadian & Asian Migration Studies Program: Looking back and learning from the last 100 years at UBC* by Dominique Bautista.
- *The Middleeasternisation of Pakistan* by Hussain Khan.

Campaigns & Events

Rule Out Racism Week

The week-long series of events is held annually at UBC Okanagan and focuses on the need for greater literacy and conversation about race and racism.

The events, organized by the Rule Out Racism committee, were held from March 21-24, 2016 in honour of the United Nations International Day for the Elimination of Racial Discrimination.

For the first time, Rule Out Racism week was expanded to include off-campus events within the Okanagan community.

Highlights of the community programming included an evening presentation of poetry, lecture and discussion in collaboration with Kelowna's Inspired Word Café entitled *I'm New Here: Migration, Sexuality and Racism*. The event was hosted at the Okanagan Regional Library's Vernon Branch.

- *Indigenizing the University. Decolonizing the University: Panel and Workshop* - presented by AlterKnowledge.
- *I'm New Here: Migration, Sexuality and Racism* presented by Irene Fubara-Manuel in collaboration with the Inspired Word Cafe, poetry readings and live music.
- *The Politics of Hair* - Tea Talks discussion, organized by the UBCSUO Women's Resource Centre.
- *Colours of Resistance* - short films and discussion.
- Inclusive Language workshop



I'm New Here: Migration, Sexuality and Racism presented by Irene Fubara-Manuel.



Panel Discussion - *Indigenizing the University. Decolonizing the University*.



UBC Kung Fu club performs the lion dance at the UBC Centennial Lunar New Year Festival. Photo by Brandon Lal.

UBC Lunar New Year Festival

The Equity & Inclusion Office received a grant from the UBC Centennial Fund to present the UBC Centennial Lunar New Year Festival. The Festival was held at the AMS Student Nest on February 5, 2016. It brought together the UBC community to celebrate a significant time of the year for many students, faculty and staff of Chinese, Korean, and Vietnamese heritage.

It was the largest Lunar New Year event held at UBC with an attendance of more than 1,200 people including UBC students, staff, faculty, and community members. More than 200 student and staff volunteers helped run the festival.

The Festival featured family-friendly activities organized by UBC partners including calligraphy, paper-cutting, knot-tying, stamp-making, mahjong, yut-nori (traditional Korean game), featherball, and a Lunar New Year mapping activity.

The highlight of the Festival was the two-hour performance showcase, featuring more than 160 performers including UBC students and community members. Performers included three-year olds from UBC's Caribou daycare, a traditional Mongolian singer, Korean fan dancers, traditional Chinese lion dancers and many more.



Partners:

- Alma Mater Society (venue sponsor)
- Asian Studies
- Asian Library
- CiTR (media sponsor)
- Institute of Asian Research
- UBC Recreation
- UBC Ceremonies & Events

In addition, Musqueam Elder Larry Grant screened a film about First Nations and Chinese Canadian relations at the Performance Theatre. The screening was sponsored by the First Nations & Indigenous Studies Program, First Nations House of Learning, First Nations and Endangered Languages Program, and the Asian Canadian Asian Migration Studies Program.



More than 200 volunteers helped make the festival a success.



UBC mahjong club at the festival.



Hanae Tsukada speaks at the Thrive Week panel discussion as Patty Hambler looks on.

猴年

UBC Centennial
Lunar New Year Festival

12-5pm Friday February 5
AMS Student Nest 6133 University Boulevard

Celebrate the Year of the Monkey at the largest Lunar New Year event in UBC history

Traditional arts, craft and games
Food demo by AMS Catering
Music and dance performances

FREE EVENT Families Welcome

diversity.ubc.ca

Poster for festival designed by P.K. Chan, Communications & Marketing.

Thrive Week 2015

In support of the UBC initiative Thrive Week, the Office presented a panel discussion called *Speaking Up is Hard to Do: Fostering Healthy Communities* on November 2, 2015.

The panelists discussed the concept of bystander intervention, one of the ways to intervene in striving to create more inclusive and respectful communities on campus.

Panelists:

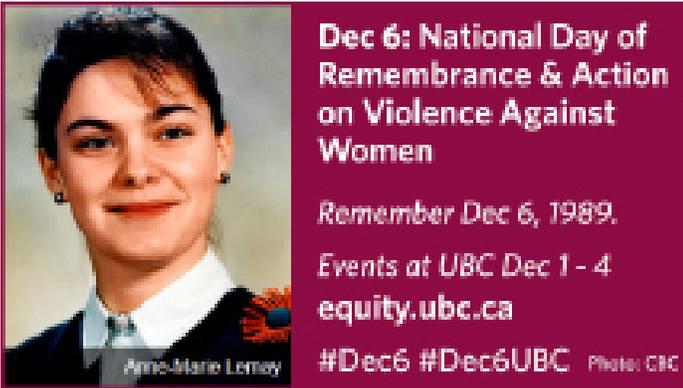
Alexandria Baugh, Student, Department of Kinesiology;

Hanae Tsukada, Classroom Climate and Educational Resource Developer, Centre for Teaching, Learning and Technology;

Lucia Lorenzi, Liu Scholar; PhD Candidate, Department of English;

C.K. Rowe, Access & Diversity.

Campaigns & Events



Raising awareness through social media.

December 6: National Day of Remembrance & Action on Violence Against Women.

UBC commemorates December 6 each year to remember and honour the women who were murdered at l'École Polytechnique de Montréal on December 6 1989. It provides an opportunity to reflect upon the difficult and painful realities of gender-based violence on university campuses and beyond.

The Office joined the UBC Engineering Undergraduate Society, Women in Engineering, the Sexual Assault Support Centre (SASC), Alpha Omega Epsilon, Sigma Phi Delta, and the Faculty of Applied Science to recognize December 6.



Okanagan transgender activists Sydney Larson and Chevi Rabbit participated in a candle light vigil and ceremony at UBC Okanagan.



The annual Culture is not a costume campaign raises awareness about cultural appropriation and Halloween costumes.

Culture is not a Costume

Each October, the EIO promotes a message in advance of Halloween - *Culture is not a costume. It's a matter of respect.*

The campaign includes digital signage and posters across campus and in residences, with the message to keep culture and race out of costumes.

In recent years, the campaign has attracted media interest with cultural appropriation discussed widely in social media and the press.

Transgender Day of Remembrance

Transgender Day of Remembrance is an annual event to honour those who have been lost to violence as a result of transphobia, as well as recognizing the ongoing violence and oppression that trans people continue to face.

At UBC Vancouver, the Pride Collective at UBC, AMS Sexual Assault Support Centre (SASC), and the EIO took part in a week of discussion, expression, and resistance for the annual Transgender Day of Remembrance (November 20).

Events were also held on the UBC Okanagan campus. Sydney Larson, Chevi Rabbit, Okanagan Pride, the UBCSUO Pride Centre, and the Equity and Inclusion Office organized a ceremony and candle light vigil.

Campaigns & Events

The work of the Office will expand in 2016/2017 and will include the following projects and initiatives.

Sexual Assault Policy Development and Action Plan

- As a member of the Sexual Assault Policy Committee, the AVP, Equity & Inclusion will continue to support policy consultations.
- The UBC Steering Committee on Sexual Assault will develop a Sexual Assault Action Plan during 2016/17.

UBC's Student Diversity Initiative

- In 2015, the Alma Mater Society lobbied the Board of Governors to set aside a portion of the funds that resulted from the increase in the fees for international students to support student diversity.
- In partnership with VP Students we will conduct an assessment and community engagement to determine the strategies and principles that will frame the disbursement of these funds.
- We will ask students, staff and faculty to discuss the range of supports required to attract, retain and support a diverse range of students.

Wellbeing@UBC

- Equity, fairness and inclusion are foundational to our sense of wellbeing.
- The Office is taking a leadership role in developing an action plan on Inclusion & Connection, one of the pillars in the Wellbeing strategy, as well as a means to fulfill our institutional commitments to equity, diversity, inclusion, intercultural understanding and mutual respect.



Equity & Inclusion Office attends grad student orientations.

Faculty Equity and Diversity Initiatives

- In 2016/17, the Office will significantly update the presentation materials for faculty and senior level search committees on Equity and Diversity in the Hiring Process, and streamline the request process for Departments and Faculties to increase consistency across search processes.
- The Office will organize a team of presenters that includes the AVP, Director, or the Senior Advisor to the Provost on Women Faculty, and Faculty Relations.

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