



a place of mind

THE UNIVERSITY OF BRITISH COLUMBIA

Equity and Inclusion Office

Recommendations from UBC Okanagan consultation

Phase 1 consultation – summer 2013

Improve awareness of UBC Okanagan Equity and Inclusion Office (UBCO-EIO):

- Need clear entry points for getting help on equity and inclusion.
- University should offer multiple opportunities to get information for new students/employees.
- Need to view equity as part of an overall wellness strategy.
- UBC-EIO should train reps from student organizations who can talk to organizations about where to get information.
- Communication strategy needs to be improved overall.
- Provide written information in other languages.
- Need a local solution at UBC-O.
- Is it possible to have some of the positions that serve both campuses be located at UBC-O.

Cultural issues need to be factored into new structure

- Challenge at UBC-O: On the surface, the community is primarily white, so on surface it may look white/traditional.
- There is some multiculturalism in the history of the valley, needs to be celebrated, could other links to the community develop these values?
- Communicate to all cultures/levels to avoid stigmatizing getting help from equity, informal possible, also something to help academically.
- What works at UBC-V may not work at UBC-O and vice versa.

Clearly communicate equity and diversity as a priority

- UBC needs to make equity and diversity a clear priority at all levels.
- Work with UBC-O University Relations to communicate equity and inclusion in their stories and reflect diversity on its website.
- Generate stories of multicultural events and culture change.
- Course development for first year/second year, mandatory for new students, need to find ways to get the priority communicated to students as part of their development.
- Public recognition/celebration of various festivals - good for recruitment and also communicates priorities.

Embed activities in courses and campus life that support better engagement and awareness of benefits of diversity and inclusion

- Embed activities in student orientations or in classes that foster better cultural awareness/engagement. There are examples from UBC management school, education, and marketing departments.
- Intentionally mix students to encourage discussion
- Develop understanding within executive at UBC-O of how equity/diversity strengthens all aspects of the university.



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- Make connection with strategy for excellence internalized by Deans/Directors.
- Prioritize a teaching/learning atmosphere. Encourage more productive interaction of diverse groups.
- Identify space for people to gather and interact in positive ways.

Capacity in the UBC-O EIO:

- Develop increased capacity to handle the disproportionate issues around culture, climate at UBC-O.
- Why not an AVP in UBC-O? One at UBC-V is not going to pay enough attention to UBC-O.
- Provide a support person in UBC-O office, to cover administrative work.
- Concerns about UBC-O as understaffed, given that the local environment is not a multicultural urban center. Need to develop capacity for outreach into the community, and public awareness of the value of inclusivity.
- International student expansion needs to translate into support for the expansion of student needs. What are the possibilities to develop support from the community?
- Need a mix of generalist and specialist expertise in the office.

Tapping into existing resources:

- Explore UBC-O's capacity for faculty or staff to become involved through secondments or subject matter experts. However, need to be careful not to over burden employees. Recognize this as rewarding work, not just an add-on.
- What expertise can be tapped into for developing groups/activities? e.g. peer mentoring, how to be an ally, career-focused activities for students, on-campus activities as community practicums, sharing strategies for developing relationships in classroom, design of cooperative learning opportunities.
- Explore capacity for training for all faculty and staff.
- Look for synergistic opportunities within medical offices, other external agencies, and other scholarship areas.