



## Recommendations from UBC Vancouver consultation

### Phase 1 consultation – summer 2013

#### General comments about the Equity and Inclusion office

- Need to clarify services provided by: Access and Diversity or Equity & Inclusion Office (EIO).
- Promote Equity and Inclusion Office as a first stop for inquiries and referrals.
- Produce a brief summary of the *Implementing Inclusion* report for the website
- Equity & Inclusion office has a history of invisibility; need to rebuild trust in the office
- Provide multiple opportunities for new students/employees to get information
- Need to view equity and inclusion as part of an overall wellness strategy at UBC

#### Governance, accountability and responsibility issues

- Outline the decision-making and accountability structure - ensure visibility and transparency
- How does the EIO get access to deal with systematic issues?
- Accountability to users of our services ie. School of Social Work - the "users" (students in that case) evaluate the performance
- Need to recognize successes in the form of reward/stick/performance evaluation
- Associate Vice President's reporting structure can be improved
- Build a sense of community, equity and inclusion at UBC
- What are the benefits of equity and inclusion at UBC?

#### Promote visibility and access to equity & inclusion information:

- Libraries and First Nations House of Learning identified as points of entry
- Train representatives from student organizations
- Need for overlapping expertise at access points

#### Model for the structure:

- People need an objective and confidential place to go with their concerns
- Take into account differences in power structures.
- Flexible and responsive to needs: new structure and communication may reveal new areas of need that were not covered or apparent before



**a place of mind**

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## **Equity and Inclusion Office**

### **Support for broader equity concerns:**

- Connections to UBC-area community including Musqueam Nation as part of the equity tables/councils
- Conduct meaningful conversations about race
- Lack of faith-based resources on campus
- Is there sufficient support to realize intercultural understanding?
- Promote diversity as a strategy for strength, not problems
- How to address racism/sexism/heterosexism in curriculum
- Adult bullying in supervisory relationships

### **Approaches for supporting diversity in units:**

- How can UBC support existing and new departmental Equity Plans?
- Cross faculty connections - do they happen, is that a way to support cultural diversity
- UBC-Okanagan has equity representatives – can we replicate this at the Vancouver Campus?
- Develop connections with the international program
- Is there a plan for support of disability issues?
- View intercultural understanding as a critical skill
- EIO Educators ability to be proactive/preventative vs. reactive
- Promote the Equity Enhancement Fund and Respectful Environment Funds

### **Share examples of UBC best efforts:**

- UBC School of Social Work
- UBC Department of Geography Equity Committee
- UBC Department of Medicine, focus on gender diversity
- University of Toronto Inter-faith ambassadors