



A Response to the Implementing Inclusion Report Phase II

University of British Columbia, December 12, 2013

Preamble

On May 30th, 2013, UBC released Phase I of its response to the [Implementing Inclusion Report](#). As outlined in Phase I, to date, the UBC Executive has accepted and implemented the proposed AVP model as well as some of its associated recommendations. As there are several phases to unfold, this document is intended as Phase II of UBC's response, outlining activities that have taken place since Phase I of UBC's response and the plan forward.

Implementation

1. Renaming the Equity Office

As outlined in the Phase I response, the Equity Office has been renamed the Equity and Inclusion Office (EIO).

2. Broader Executive Responsibility and Integrated Program Leadership

Institutional responsibility for the Equity and Inclusion Office is now shared among four Executive portfolios: Provost and VP, Academic; Deputy Vice-Chancellor and Principal (UBC's Okanagan campus); VP, Students; and VP, Human Resources.

The AVP, Equity and Inclusion has overall responsibility for leading equity and inclusion at UBC, through the Equity and Inclusion Office. The AVP reports to the three VPs and DVC & Principal, and the VP, HR is chairing the group for the first two years.

It is important to note though that as the Implementing Inclusion report recommended and as the UBC Executive accepted, the responsibility for equity and inclusion does not reside in a single office. Rather, in order to be part of the way we think about matters at UBC, it is shared across the University with faculty-based roles and equity committees, campus-wide committees, as well as strong, clear relationships with other units such as the Ombudspersons, Office of University Counsel, Access & Diversity (Vancouver) and the Disability Resource Centre (Okanagan), and Human Resources.

3. Consultation Process

Consistent with the commitment made in [Phase I](#) of UBC's response to the Equity and

Inclusion Report, there were 10 consultation sessions held (6 at UBC Vancouver and 4 at UBC Okanagan) over the past several months.

During these consultation sessions, and from additional comments provided through email and through the Equity and Inclusion Office web page, insightful and thoughtful feedback was provided by many members of the UBC community. Input was sought on three particular areas:

- 1) Reaction and response to the Implementing Inclusion report authored by Nitya Iyer and Shirley Nakata
- 2) Feedback on UBC's Phase I Response to the Implementing Inclusion report
- 3) The ideal qualities and attributes that should be sought in the incoming AVP- Equity and Inclusion

The information gathered on these three topic areas from students, staff and faculty has been posted on the Equity and Inclusion Office website:

[http://equity.ubc.ca/2013/11/15/consultation-meetings-summer-2013/.](http://equity.ubc.ca/2013/11/15/consultation-meetings-summer-2013/)

Consultation on a number of specific matters, as well as seeking general feedback, will continue in future phases.

4. University wide responsibility for Equity and Inclusion

For the Equity and Inclusion Office to assume its leadership role, much effort has been focused since the spring in strengthening the Office by building the complement of staff and solidifying relationships with other units. In addition to the Acting AVP Equity & Inclusion, the complement of staff in the Office has developed as follows:

Reporting to the Acting AVP Equity and Inclusion:

- 1) Executive Assistant**
- 2) Director, Conflict Management**
- 3) Equity and Inclusion Educators (2)**
- 4) Communications Coordinator**
- 5) Equity and Inclusion Office Educator UBC Okanagan (Position posted)**

Reporting to the Provost & Vice-President Academic:

- 6) Senior Advisor on Women Faculty**
- 7) Administrator to Senior Advisor on Women Faculty**
- 8) Director of Intercultural Understanding Strategy Development**
- 9) Administrator to Director of Intercultural Understanding Strategy Development**
- 10) Provost's Faculty Associate (Vancouver campus):** This one-year, part-time faculty secondment is under development. This role will be responsible for faculty outreach and helping to build programs that support equity and inclusion.
- 11) Data Analyst** in Planning and Institutional Research (PAIR).

Reporting to the Vice-President, Students:

12) Access & Diversity

13) Director, VPS Portfolio Initiatives (assessment of student experience)

Reporting to the Office of University Counsel:

14) Director, Equity Complaint Management (Formerly titled Director of Compliance) – this role remains filled on a contract basis.

Reporting to Human Resources:

15) Workforce Analyst - Equity (recruitment process underway)

16) VP, HR (Chair of the DVC and VPs committee)

5. Education Strategy of the Equity and Inclusion Office

Going forward, the education strategy of the Equity and Inclusion Office will be consistent with its new name, with an emphasis on both equity and inclusion. Educational activities undertaken by staff will raise awareness of UBC policies, statements and commitments, and promote practices to strengthen both equity and inclusion on campuses.

In response to the Implementing Inclusion report and UBC's strategic plan: *Place and Promise*, a proactive education strategy will be implemented over the next six months focusing on three groups:

- 1) **New UBC community members:** New faculty and staff will be engaged through training and materials available on-line. Efforts will be aligned, as appropriate, with those supporting new students being led by the Office of the VP, Students.
- 2) **Key UBC community members:** Key administrators and faculty members will be identified for training on UBC policies and matters relating to equity and inclusion.
- 3) **Interning UBC community members:** Where training/education does not already exist, the EIO will offer training and on-line resources to prepare UBC students for their various course requirements to be served in the broader community (i.e., co-op students, placement students, etc.).

The goal of this focused, proactive approach to equity and inclusion education at UBC is to ensure a developed understanding of equity and inclusion amongst UBC staff, faculty and students.

The Equity and Inclusion Office will also continue to deliver on the following existing services:

- 1) Positive Space Program and its Advisory Committee

- 2) Training requests from faculty, students and staff
- 3) Outreach through campus events and list-servs

Evaluation will be a central feature of the education services and other roles of the Equity and Inclusion Office, with evaluation strategies designed to gauge learning and behavioural change amongst participants. This will be a shared effort with the Office of the VP, Students (Director, Portfolio Initiatives), PAIR and HR.

6. Search for AVP, Equity and Inclusion

The main focus of the Executive in Phase II will be to continue to evolve the structure of how we navigate equity and inclusion at UBC, and to complete the search for the AVP, Equity and Inclusion. After posting the position, a selection committee (to be constituted) will begin its deliberations as it is anticipated that the position of AVP, Equity and Inclusion will be filled in spring of 2014.

7. Equity Concerns and Complaints

Faculty, staff, or students with concerns relating to a member of the university community or to a University sanctioned program, event or activity, may consult with the Equity and Inclusion Office for information, advice, support and referrals relating to matters of discrimination or harassment.

Members of both campuses may contact:

Equity and Inclusion Office

2306- 1874 East Mall (Brock Building)

Tel: 604-822-6353

<http://equity.ubc.ca/>

Disability-Related Services for Okanagan campus students

Disability Resource Centre

UNC 227, University Centre

Tel: 250-807-9203

<http://www.ubc.ca/okanagan/students/drc/welcome.html>

Services for Okanagan faculty and staff

Human resources

ADM 006, Administration Building [need interim address in SMP building]

Tel: 250-807-8833

<http://www.ubc.ca/okanagan/hr/welcome.html>

Conclusion

This Phase II report outlines the new initiatives within UBC to address the Implementing Inclusion Report. In its strong commitment to equity and inclusion, the UBC Executive

will continue to pursue implementation of the Report recommendations in a manner that best sustains and advances the important role of equity and inclusion at UBC.

The Executive will give the highest priority in the next several months to the recruitment of the AVP, Equity and Inclusion. The establishment of the Equity and Inclusion Councils recommended in the report is also important, and these Councils will be a priority for the new AVP.

Consultation will continue as questions arise and future phases unfold.