



VICE PRESIDENTIAL STRATEGIC IMPLEMENTATION COMMITTEE FOR EQUITY AND DIVERSITY (VPSICED)

Date **August 8, 2017**

Attendees **UBC-V:** Santa Ono, Mary Bryson, Lisa Castle, Louise Cowin, Aftab Erfan, Sara-Jane Finlay, Linc Kesler, Jennifer Love, Allison Matacheskie, Linda McKnight, Alison Munro, Rachael Sullivan, Jude Tate, Janet Teasdale, Henry Yu, Janet Mee, Shirley Nakada, Nancy Vared, Shehnaz Motani

UBC-O: Jenica Frisque, Gillian Henderson

Regrets **UBC-V:** Margot Young, Miranda Huron, Hugh Brock, Handel Wright, Hubert Lai, David Lance, Janet Mee, Shehnaz Motani, Angela Redish, Adeline Huynh, Francine Burning

UBC-O: Susana Caxaj, Deborah Buszard, Ian Cull, Adrienne Vedan, Shirley Chau,

Location **UBC-V:** President’s Office Boardroom 753
UBC-O: DVC Boardroom ADM 101

Discussion with President Santa Ono

President Ono expressed his gratitude for the invite and emphasized that the work of the Equity & Inclusion Office was a top priority for UBC.

President Ono described some of the work that he had undertaken at the University of Cincinnati and the importance of having data drive the work. He stated that it was intention to have diversity embedded in the strategic plan and invited questions or comments from the group.

Professor Mary Bryson spoke of issues of implementation and scale – trying to understand how the work and decisions of this committee get implemented in the Faculties.

President Ono talked about the importance of accountability and oversight. Within any diversity plan actions needed to be clearly defined and agreed to by all. He acknowledged that it takes time to make change but that it was important to make a renewed commitment to equity and diversity with action steps that are properly resourced.

Professor Jennifer Love described the current Faculty Dashboard project that she has been working on. This is an incredibly rich data source but it needs to have appropriate resources.

President Ono emphasized the importance of centralized priorities on equity and diversity backed by data. He offered to invite people from agencies and institutions to consider different platforms or technology that might be useful.



Professor Henry Yu commented that it isn't necessarily about 5 year plans or resource allocation – our campus is already diverse because of our students – what is required is the resource allocation to support the work.

President Ono responded by asking the question – where should the responsibility for this work sit?

Linda McKnight acknowledged that it was an issue but the importance of the issue means that the responsibility for it must sit with the President. Diversity isn't necessarily what we do, it is a way of being.

Janet Mee noted that accountability is a real problem and that the current model of having the Vice President's at the table provides the best support for the work.

President Ono replied that he had had accountability 'hardwired' into the performance reviews for the VPs.

President Ono described the current process for the strategic plan. He acknowledged the importance of accountability and that culture change, difficult conversations, and including 'provocateurs' was important through something like a President's Lecture series.

Nancy Vered noted that most of the discussion was about faculty and students but that staff were often ignored.

President Ono asked whether it would make sense for the group to have a conversation about the data on staff.

Shenaz Motani reflected on the importance of benchmarks and working at the systemic level.

Shirley Nakata indicated support for data, lecture series, and scholarly talent but she noted that despite all these good intentions, we have not built the capacity to implement the programs, policies or processes to create change. We keep coming back to the same conversations on unconscious bias.

Professor Jennifer Love affirmed the importance of having the President's stamp on the work – that would create culture change. There is still a lot to be done.

President Ono agreed and described possible models for improving diversity such as a pot of money for diverse hires.

Professor Linc Kesler replied that there are still challenges and that we should consider how we write job descriptions. Diversity should be a criteria, qualification or skill in those we hire and we should be asking them about this.

Janet Mee noted that it is not just about hiring, once people are here we must support them.

Professor Henry Yu replied that staff come from the local area, from Vancouver, being local affects the staff community in different ways and as a result diversity is different for staff than for students and faculty.

President Ono proposed that VPSICED compile a series of questions or criteria of what they view as important across the stakeholder groups in regards to diversity. From this the relevant data can be gathered to create a 'strawman' [sic] of areas for work.