



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

Date **October 24, 2017**

Attendees **UBC-V:** Berit Berting, Mary Bryson, Lisa Castle, Louise Cowin, Aftab Erfan, Sara-Jane Finlay, Adeline Huynh, Sarah Knitter, Jennifer Love, Allison Matacheskie, Myrna McCallum, Linda McKnight, Shehnaz Motani, Shirley Nakata, Roshni Narain, Carol Naylor, Marko Pajalic, James Tansey, Jude Tate, Handel Wright, Henry Yu

UBC-O: Deborah Buszard, Shirley Chau, Ian Cull, Jenica Frisque

Regrets **UBC-V:** Francine Burning, Nhyira Gyasi-Denteh, David Lance, Janet Mee, Allison Munro, Gurdeep Parhar, Rachael Sullivan, Janet Teasdale, Nancy Vared

UBC-O: Susana Caxaj, Adrienne Vedan

Location **UBC-V:** HA Boardroom 969, Big 4 Conference Centre, Sauder

UBC-O: DVC ADM 006A, Campus Administration

1. Minutes from August 8th with Santa Ono

a. Response to Santa Ono:

A group conversation to compile a series of questions/criteria about diversity.

- Andrew Szeri – Suggestion about different perceptions of climate. What different feelings about the quality of climate/of experience among multiple and intersecting groups?
- Mary Bryson – An escalating pattern of threats to academic freedom, particularly for marginalized faculty, and the University doesn't have any mechanism to deal with this unique threat.
- Handel Wright – Diversifying our representation; faculty and administration should represent the diversity of the community. Include underrepresented groups; not just one dimension for rationalizing diversification.
- Henry Yu – Ask people what emphasis they would put on goals – both aspirational and those that are localized/specific – 3-5 years to provide accountabilities. Need a mechanism for accountability and for changing the direction if needed.



- Louise Cowin – Following up with Henry’s comments, UBC has had a history of reports with weak accountability. This is the moment to rectify the past and ensure the responsibility and accountability is clearly located.
- Shirley Nakata – We have chronic difficulties with implementation; we are very good at articulating our goals and aspirations, strategic aims and commitments but not at execution. Whether it is resource allocation, process or structure in implementation; we always have the best intention but we fail for many reasons. Structures and process are absolutely necessary.
- Jude Tate – University would benefit from a framework that understands the commitment to diversity and excellence and has an implementation process with accountability for both campuses. Inclusive excellence which adapts to UBC’s environment, aspiration and realities is suggested.
- Deborah Buszard – See clearly work and efforts dedicated to the academic side and students but less obvious for staff. Good to see the equal efforts across all groups and recognize different approaches and contexts as the issues are different.

2. Reports from the Working Groups

a. Race & Leadership

- UBC Strat Plan: SJ – hope to bring the recommendations for input and feedback to the VPSICED Meeting on November 27th (Revised to November 22nd)
- Standing Committee on issues of race, diversity, leadership: Which committee makes decisions, how will it be communicated to VPSICED Committee, when will it be communicated and followed up? –Andrew Szeri – President will make a decision and VPs are here to support and gather information.
- Necessity of a standing committee: Henry Yu – Bring the local options, less top down
- Credibility & Sustainability: Mary Bryson – As a previous president’s task force member, there were recommendations but few were acted upon.
- Structure of the senior table: Louise Cowin – will come back with the suggestion for addressing the structural issue.



b. Retribution & Retaliation

- Shirley Nakata – Issue: Retaliation continues to have an impact on people’s ability to report discriminatory, abusive and disrespectful conduct.
- 5 recommendations: committee to develop a policy (clear definition & process required), senior leadership to ensure accountability, responsibility and confidence for UBC’s commitment to the zero-tolerance statement
- Andrew Szeri – Anyone from University Counsel to consult about how to best leverage the legal framework?
- Shirley Nakata – Policy development: UBC Legal Counsel Office strikes the committee to seek legal references.
- Allison Matacheskie – Faculty association recommends a policy to stop retaliation and to help a respondent.
- SJ Finlay – Policy 3 needs amendment. Would retaliation be a standalone policy or included in Policy 3?
- Shirley Nakata – We are trying keep it open. How do we ensure it is included in every policy?
- SJ Finlay – is it a policy or is it fleshing out the process of what already exists in policy?
- Henry Yu – it is about communication at multiple levels. Legal process is important but how it will be communicated is also considered.
- Shirley Nakata – SJ to follow up with Hubert Lai. Meeting with Hubert, Shirley, and SJ

3. Faculty Data Dashboard (Jen Love)

- Brief demo of the Dashboard
- Further testing is required for implementation.
- Privacy issues – discussed with Paul Hancock
- Equity Data to be incorporated in the future

4. Faculty Advisor on Race & Cultural Diversity

- Gratitude extended to Shirley, Linc, Jen and Margot for their feedback. Additional feedback is also welcome.
- Previously initiated as Racialized Faculty Advisor and revised to Race & Cultural Diversity as per Linc Kesler’s feedback.
- Provost funding the position
- Reporting relationship will be discussed with the VP group.



5. Updates from EIO

a. Welcome New Staff

- Marko Pajalic - EIO Communications Manager
- Roshni Narain - EIO Human Rights Advisor

b. Student Diversity Initiative (SDI)

- 2017: \$1M, 2018: \$2M – by BOG (Undergraduate international student fees)
- Strategic support team – embedded staff tasked with organizational change, planning & evaluation, responding to Faculty's needs and questions in diversity and inclusion.
- Partner units – Student Development & Services, Enrolment Services, Faculty of Arts, Centre for Teaching & Learning Technology, Equity & Inclusion Office.
- UBCO – gathering data and undertaking analysis for the Okanagan proposals and recommendations.
- Funding is only for undergraduate students initially but graduates will be indirectly impacted.
- Details will be presented at a future meeting.

6. Future Agenda

- Next Meeting: *Monday, November 27, 2017, chaired at UBCV.*
- Follow-up: A meeting invite with the updated date (Wednesday, November 22nd) will be sent out.
- Lisa Castle: Inclusion Working Group and the Strategic Plan