

LET'S BUILD A MORE INCLUSIVE UBC.

Share your voice! Here's an opportunity to provide your input to create a more welcoming and inclusive campus community.

WHAT'S THE PLAN?

At UBC, we are committed to advancing inclusion across both campuses. UBC's Equity & Inclusion Office is working with campus partners to develop an Inclusion Action Plan to identify the areas and actions needed to create a more inclusive and welcoming community in which to live, work, and learn.

As a university, we recognize the value of diversity, the need for equity, and the positive impact that welcoming and inclusive environments have on the well-being, experiences, and success of students, faculty, and staff.

The Inclusion Action Plan seeks to connect existing efforts at UBC, guiding initiatives to increase inclusion for and with students, staff, and faculty at UBC Vancouver and UBC Okanagan.

ENGAGEMENT PRINCIPLES

Our process is aligned with UBC's engagement principles, which ensure clarity and transparency in how we define, design, implement and conduct public engagement in our community planning processes.

HOW CAN I SHARE MY VOICE?

1. Use sticky notes to share your thoughts on the goal areas.
2. Complete a paper or online survey at equity.ubc.ca/iap by March 30, 2019.

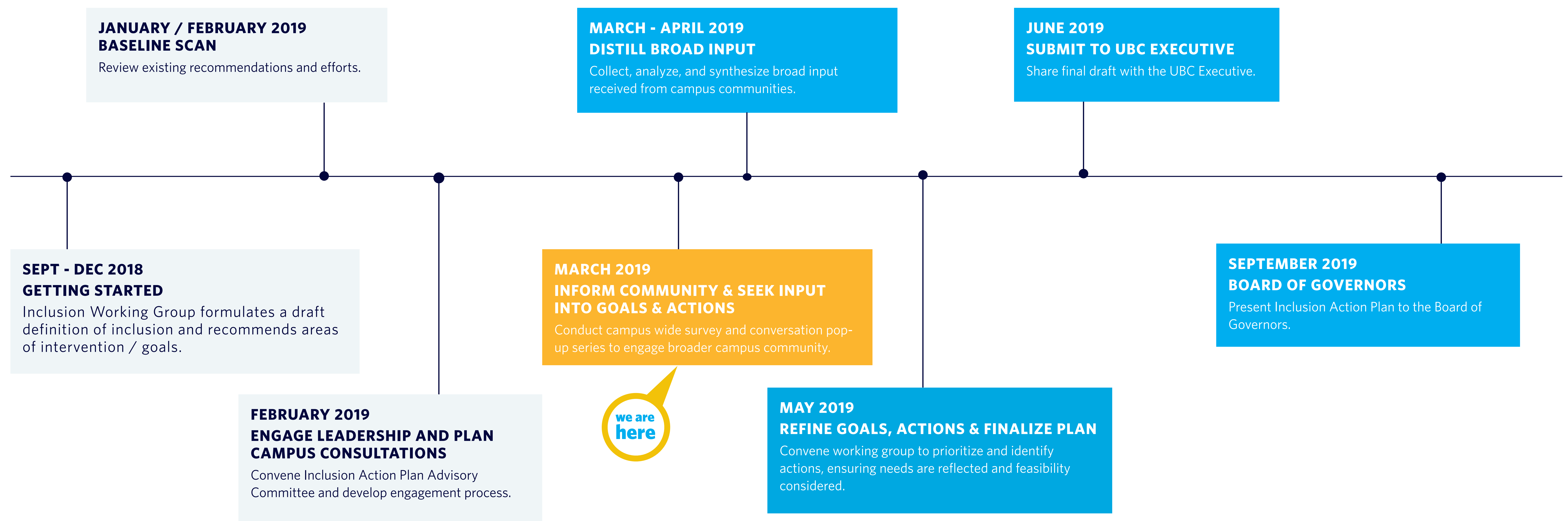


"Equity and diversity are integral to the mission of the University of British Columbia, and UBC strives to be a community in which equity is embedded in all areas of academic, work and campus life."

Santa J. Ono, President, The University of British Columbia

ENGAGEMENT PROCESS

Your voice is critical to ensuring that this plan reflects the needs of our community. You can share your views through an online survey, or by participating in an in-person conversation pop-up on either campus. All feedback will be considered by the action plan working group and a broadly representative advisory committee from both campuses.



AREAS OF WORK

At UBC, inclusion is a commitment to creating a welcoming community where those historically, persistently, and systemically marginalized are treated equitably, feel respected, and belong. Inclusion is built by individual and institutional responsibility through continuous engagement with diversity to inspire people, ideas, and actions for a better world.

Building Capacity

Change is created by building individual, unit, and systems-level capacity to understand and engage in equity and inclusion. When we develop tools, training, and resources, we build the skills, strengths, and conflict fluency to engage with and value equity and inclusion.

System Change

Institutionally, but also individually, we must establish and implement processes, practices, and policies that are equitable and address those who have been and continue to be excluded or under-represented.

Learning, Teaching, and Engagement

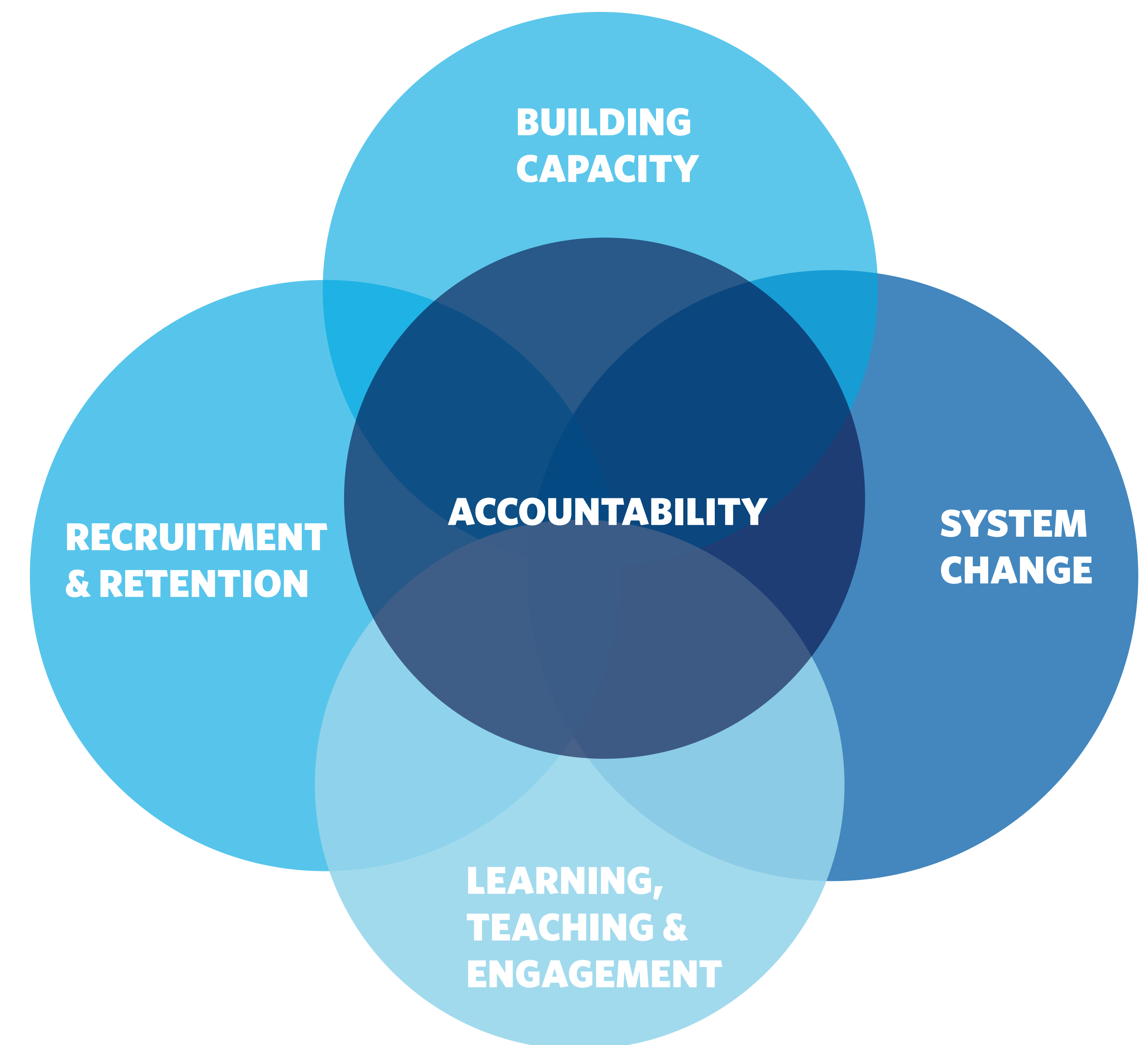
Providing a rich learning, research, and engagement environment is evidence that we value the diversity of people within our communities, their ideas, and their experiences. When learning, teaching, research, and engagement are undertaken with an equity and inclusion lens, we contribute to advancing inclusion.

Recruitment, Retention, and Success

Intentional recruitment and active retention of a diverse faculty, staff, and student body requires institutional commitment and deliberate attention by leadership to ensure that everyone is equitably supported to be successful.

Accountability

As an institution we have obligations to comply with standards, policies, and legislation. Robust accountability ensures that evidence-based decision making informs the structures we create and maintain.



CREATING FOUNDATIONS FOR SUCCESS

UBC will enhance institutional and individual capacities and skills to succeed in, and advance inclusive environments.

Training & Education

Working with campus partners, we deliver training and educational opportunities to students, staff, and faculty that build skills to navigate differences - from Positive Space workshops and hiring committee briefings, to student leader orientations and unit-level programming.



Equity Enhancement Fund

Each year, we disburse \$90,000 across UBC Vancouver and UBC Okanagan for community-led projects that advance inclusion. Funding supports student, staff, and faculty grass-root collaborations and initiatives.



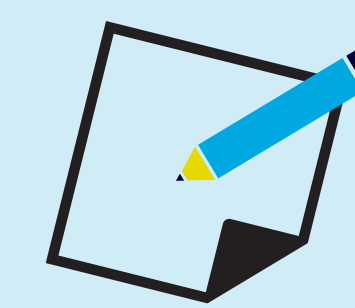
Conflict Engagement Framework

As part of strengthening a respectful environment, we are developing a strategic vision for conflict engagement at UBC, offering workshops to build the capacity of UBC students, staff, and faculty for having difficult conversations. As needed, we also provide facilitation of dialogues to address areas of tension on campus.



What actions can the university take to achieve this goal?

Examples: Education and training on equity, diversity, and inclusion for leadership, faculty, staff and students; Networks and support systems for marginalized populations; Funding opportunities for community-led initiatives; Dialogue around difficult topics;



DIVERSE PEOPLE & SUCCESS

UBC will actively recruit, support, retain, and advance students, faculty, staff, and leaders from under-represented communities.

Senior Advisors on Women, Racialized Faculty, and Indigenous Affairs

As a university, we continue to explore ways to enhance the experiences of women and racialized faculty, as well as UBC's relations with Indigenous communities. Three senior advisor positions provide recommendations to UBC leadership in support of these communities.



Data Driven Decision Making

In 2018, we piloted a new questionnaire to assess perceptions and experiences around diversity as part of the Undergraduate Experiences Survey, and are developing a new faculty dashboard that seeks to support efforts to ensure pay equity for faculty.



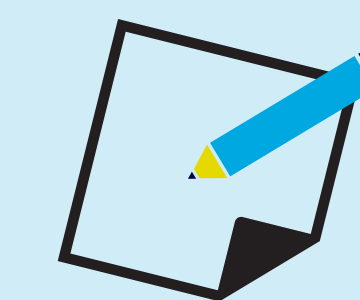
Supporting Racialized Faculty

As part of our Vice-Presidents' Strategic Implementation Committee on Equity & Diversity, the Race & Leadership Standing Committee works to provide recommendations on how to better recruit, hire, and retain racialized faculty, and to remove systemic barriers to racial diversity in mid-level and senior leadership positions at UBC.



What actions can the university take to achieve this goal?

Examples: Better data collection and reporting on students, staff and faculty; Support for the Indigenous strategic plan; Creation of a workplace accommodation policy; Increased representation of diverse students, staff, and faculty; Diversity competencies and inclusion skills developed throughout career at UBC;



ENHANCING HOW WE WORK

UBC will be intentional and proactive in changing systems, structures, policies, practices, and processes to advance equity, diversity, and inclusion.

Employment Systems Review

In 2018, we completed a full review of our policies and processes, from recruitment through retention to exits, and conducted another review of pay equity.

Strategic and Policy Updates

In 2018, the University undertook efforts to update policies about discrimination and harassment, on religious accommodation, and worked to develop the Indigenous Strategic Plan, and the Inclusion Action Plan.

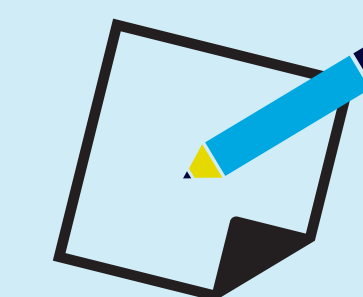
Student Diversity Initiative

Working through the Student Diversity Initiative, we are supporting campus-wide culture change by working with faculties (Arts and Science) and units (Centre for Teaching, Learning, and Technology; Human Resources; Student Development + Services; Enrolment Services) to shift systems, structures, policies, and processes to enhance the student experience at UBC.



What actions can the university take to achieve this goal?

Examples: Review of employment practices and processes to eliminate barriers for historically, persistently, and systemically marginalized populations; Ceremonies and events include commitments to equity, diversity and inclusion; Consistency of equity, diversity, and inclusion work between and across campuses; use of Universal Design to create welcoming and accessible physical and virtual spaces.



LEARNING, RESEARCH, AND ENGAGEMENT

UBC will foster environments of learning, research, and engagement that value building and exchanging multiple and intersectional ways of knowing.

Inclusive Teaching

Inclusive teaching involves deliberately cultivating a learning environment where all students are treated equitably. Working with the Centre for Teaching, Learning & Technology, and through the new Equity & Inclusion Scholars Program, we are changing the ways systemic inequities shape dynamics in teaching/learning spaces, affect individuals' experiences of those spaces, and influence course and curriculum design.



Community Building & Engagement

Through various engagements, we seek to build communities and celebrate campus diversity. From dialogues on issues that matter, to enhancing student orientations for Queer + Trans students, Black, Indigenous, and Persons of Colour (BIPOC) students, and celebrations of diversity.



Campus Engagement

We support a network of Faculty Equity Leads - faculty members who work to engage their faculty-level communities around inclusion. Beyond institutional efforts, a growing number of equity committees are in place at a departmental level.



What actions can the university take to achieve this goal?

Examples: Build intentional relationships with communities representing historically, persistently, and systemically marginalized populations; Create more student-led equity, diversity, and inclusion initiatives; Develop mentoring programs; Create awards and incentives for equity, diversity, and inclusion;

TRANSPARENCY & ACCOUNTABILITY

UBC will hold itself accountable to its commitment to inclusion through clear and timely processes, thorough evaluation, and transparent reporting to the UBC communities on its progress on this action plan.

Reporting

As part of our commitment to transparency, we continue to report on our efforts and progress through annual employment equity and equity & inclusion reports. The reporting process provides an opportunity to foster dialogue, raise awareness, hold ourselves accountable, and engage the community to advance joint action. In 2018, we concluded a review of our employment systems.



Experience Surveys

We continue to gather data that informs our understanding of faculty, staff, and student experiences on campus. Our Workplace Experiences Survey provides insights into faculty and staff workplace experiences, and helps identify trends, areas of strength, and areas of opportunity. In 2018 we added a diversity module to the Undergraduate Experiences Survey to better understand student perspectives and experiences with diversity and inclusion at UBC.

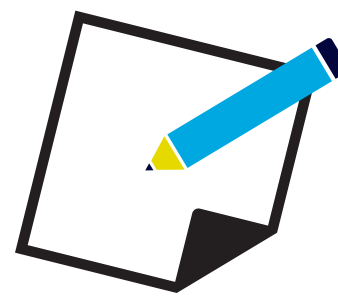
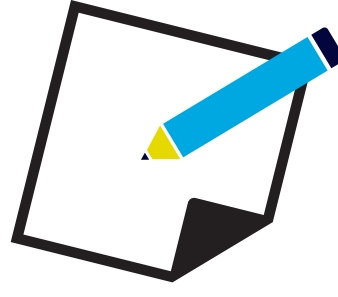


What actions can the university take to achieve this goal?

Examples: Evaluation and regular reporting on this Inclusion Action Plan; Inclusion Action Plans created for all Divisions and Faculties; Departmental and curricular external review processes include equity, diversity, and inclusion criteria; Improve data collection and transparency of reporting.

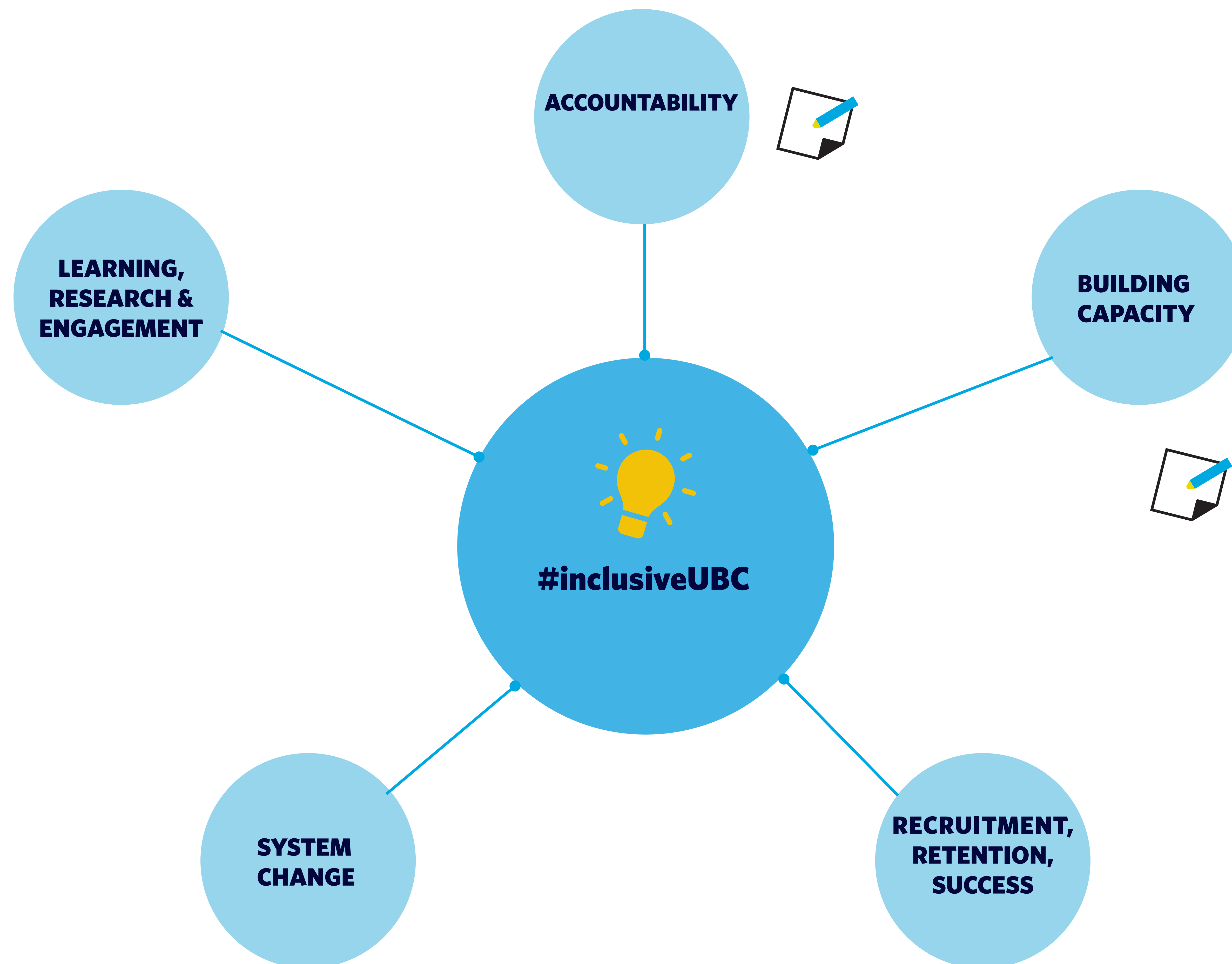
DRAFT GOALS

The following goals have been identified as critical to the advancement of inclusion. What do you think?

Goal Areas	Are we on the right track? Share ideas, comments, or concerns.	Anything missing?
Capacity-building: UBC will enhance institutional and individual capacities and skills to succeed in and advance inclusive environments.		
Recruitment, Retention, and Success: UBC will actively recruit, support, retain, and advance students, faculty, staff, and leaders from systemically marginalized populations.		
Systems Change: UBC will be intentional and proactive in changing systems, structures, policies, practices, and processes to advance equity, diversity, and inclusion.		
Learning, Research, and Engagement: UBC will foster environments of learning, research, and engagement that value building and exchanging multiple and intersectional ways of knowing.		
Accountability: UBC will hold itself accountable to its commitment to inclusion through clear and timely processes, thorough evaluation, and transparent reporting to the UBC communities on its progress on this action plan.		

WHAT'S YOUR BRIGHT IDEA?

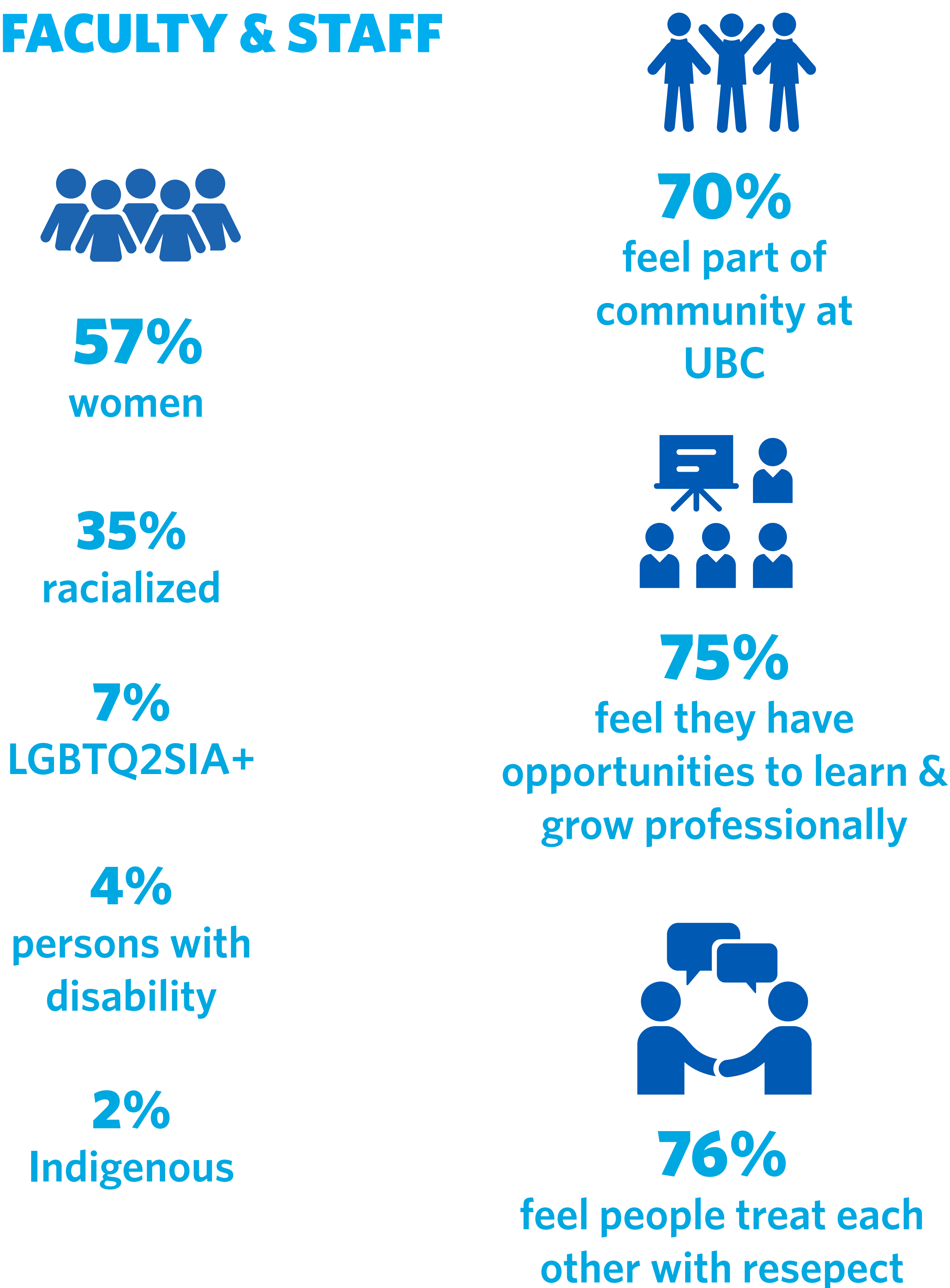
Thanks for stopping by. Share your bright idea to advance equity & inclusion on campus.



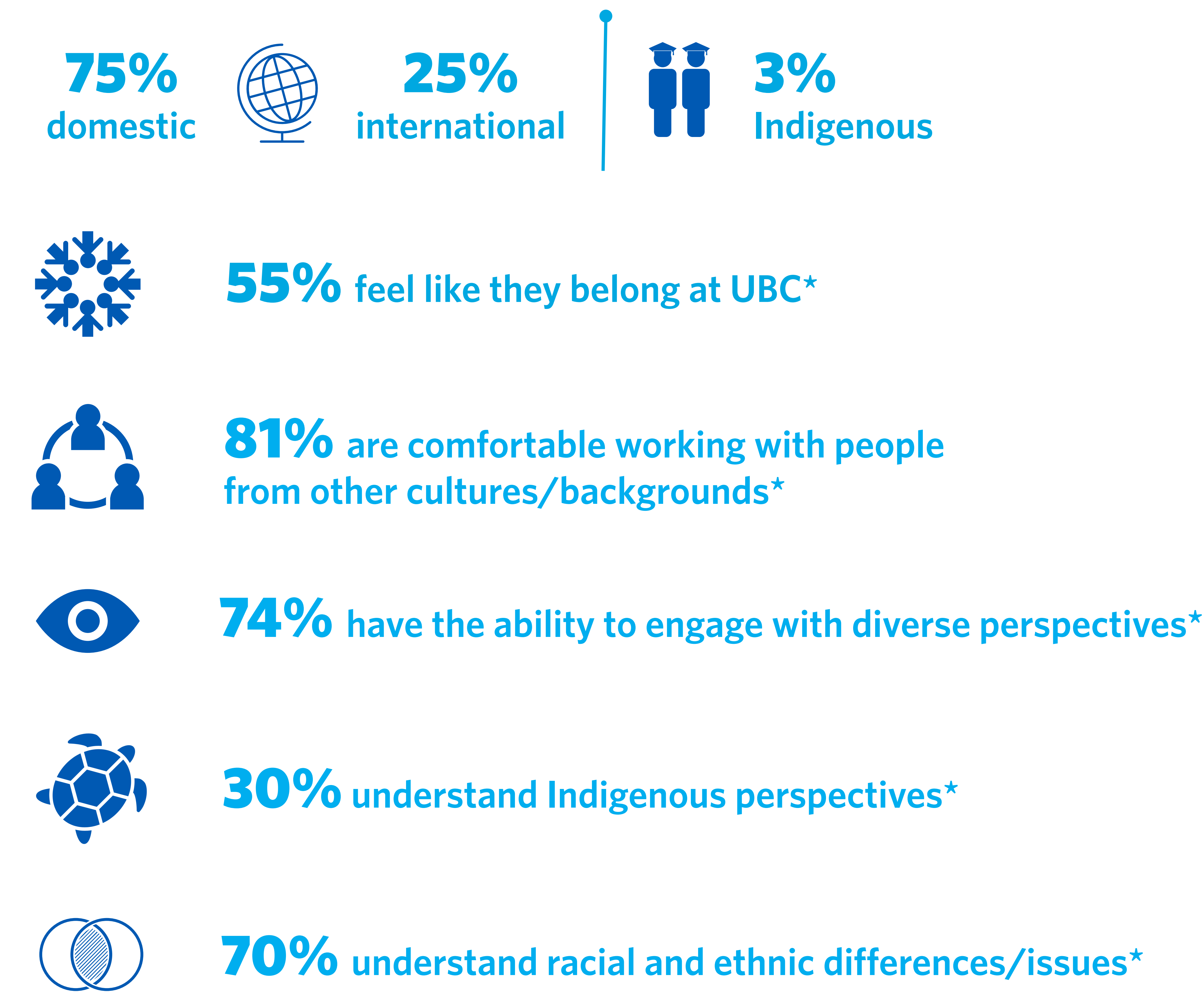
QUICK FACTS: DIVERSITY AT UBC

Explore a few facts about student, faculty, and staff diversity at UBC and their experiences.

FACULTY & STAFF



STUDENTS



*Based on self-reported data.