

UBC EQUITY & INCLUSION OFFICE

ANNUAL REPORT: 2019-2021

For reporting period ending February 28, 2021



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Overview

The University of British Columbia is committed to improving employment equity, protecting the human rights of students, faculty, and staff across its campuses and work sites, and building a community where principles of inclusion are embedded across academic, work, and campus life.

This report serves as an accountability and transparency mechanism for the efforts of the UBC Equity & Inclusion Office in advancing the goals and actions of the UBC's inclusion action plan.

Generally, the Equity & Inclusion Office annual report provides an overview of key highlights during the academic year from July 1, 2018 to June 30, 2019. Due to the rescheduling of the reporting timelines, this report covers the period from July 1, 2019 to February 28, 2021.

Who we are

Through leadership, vision, and collaborative action, the Equity & Inclusion Office (EIO) continues to further UBC's commitments to excellence, diversity, and inclusion.

Our teams

The EIO is comprised of several teams that operationalize our mission into action.

Human rights

The human rights team works on both an individual level, as well as a systemic level to create and implement change. The team has three distinct and inter-related areas of work including: 1) responding to claims of discrimination as defined in UBC's Policy SC7: Discrimination; 2) as part of an informal resolution process, provides conflict engagement services with an equity lens; and 3) working with units to collaboratively implement systemic organizational change strategies towards the implementation of university-wide strategic priorities outlined in the UBC strategic plan.

Education, partnerships, and engagement

EIO's education, partnerships, and engagement team works to engage the UBC community to create culture change and improve systems, practices, and processes that shape how UBC students, staff, and faculty work and learn at UBC. The team accomplishes this work through a variety of means, including by building formal partnerships with specific faculties and central units, offering university-wide educational opportunities, providing support to various equity, diversity, and inclusion staff, student, and faculty initiatives, and being responsive to emerging needs of the university's diverse communities.

Planning and evaluation

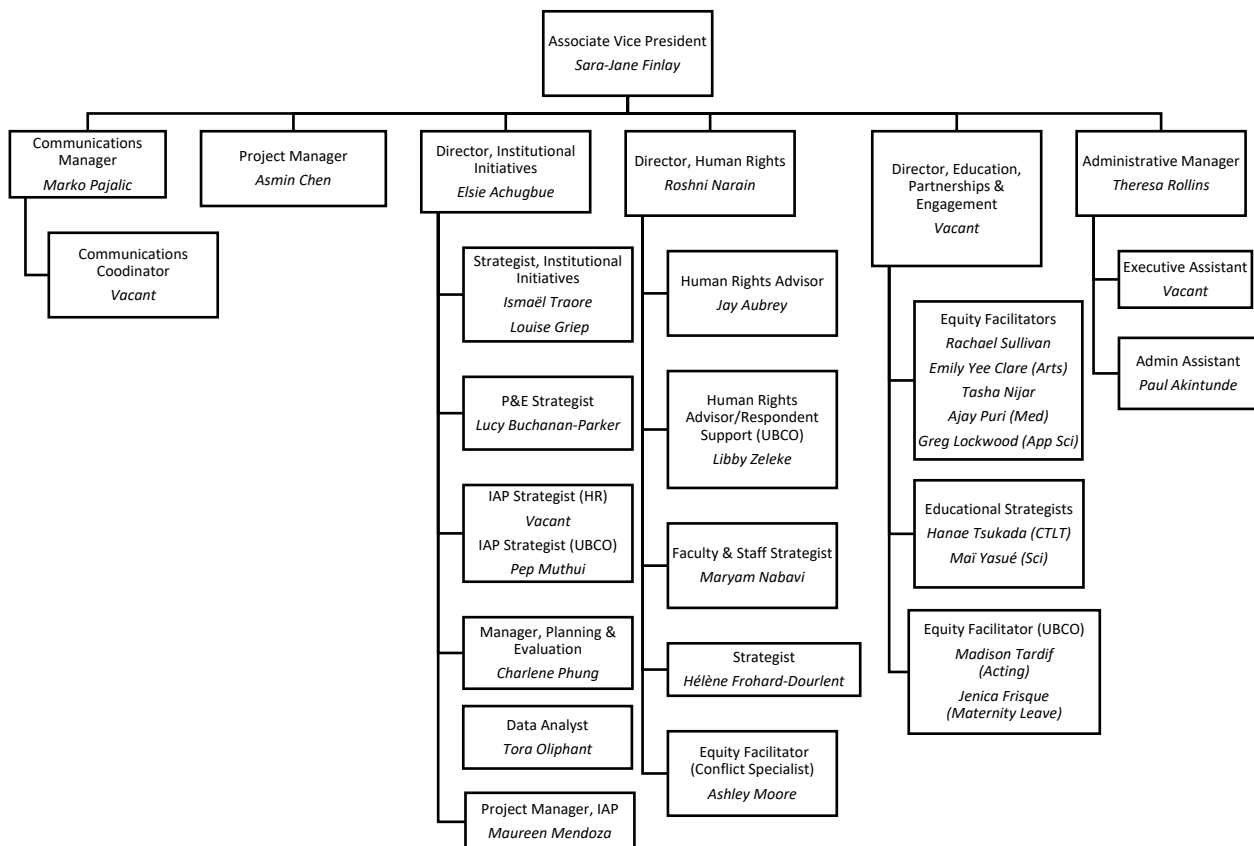
EIO's planning and evaluation team supports efforts that advance equity, diversity and inclusion at the institutional level. Through the development of an evolving suite of tools and resources, the coordination and facilitation support of communities of practice and working groups, and direct consultations, the team supports strategic planning and implementation of equity, diversity, and inclusion (EDI) efforts at the division/faculty level and in various units and departments. Central to the team's approach is promotion of equity informed data literacy and evidence-based decision making to guide and inform EDI initiatives at UBC. Through these avenues, the planning and evaluation

team aims to contribute to systems level change through identification and elimination of inequities and the embedding of equitable policies, processes, and structures to contribute to lasting change.

Communications and administration

Communication and administration teams provide operational support and help bring EIO efforts to life. This includes project management, finance, event planning and management, marketing, and communications. Teams also support institutional efforts around equity, diversity, and inclusion.

Organizational Chart



Our Theory of Change

Following a comprehensive internal engagement process and deep assessment of our work, the following areas of efforts outline our understanding of what is needed to create change. This is our theory of change.

Awareness

Creating awareness and building a desire for change through cognitive and affective approaches, is a fundamental step. In an enabling environment, with conditions of psychological safety, awareness can translate into changes in individual attitudes, behaviours, and practices. Meaningful societal shifts are grounded in individual shifts.

Bureaucracy

Altering and enhancing institutional structures – policies, procedures, organizing principles, plans, systems, accountability mechanisms – can scale up and sustain change beyond the individual and small group. Structural changes are enabled by voices of the community, promising practices on the ground, and changes in discourse.

Community

Affirming identity to build community is essential for the flourishing of marginalized groups and for meaningful inter-group dialogue. Intentionally built relational spaces give community members somewhere to retreat, find belonging, get nourished, network, and organize so that they can lead the way toward change.

Discourse

Constructing new narratives, images, rituals, and physical environments that reflect our aspirations, influences individual, community, and institutional behaviour. Discourse is often shaped by leaders. Who our leaders are and the tone they set through their example and moral persuasion impacts the success of change initiatives.

Our values

The following are our values as determined through a collective reflection process: intentionality, relationships, humility, creativity, and accountability.

Strategic Alignment

At UBC, we define inclusion as 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.

UBC's strategic plan, *Shaping UBC's Next Century*, identifies inclusion as one of the core cross-cutting themes, and inclusive excellence as a strategy under the People and Places priority area.

EIO works to support efforts to deliver on the actions identified in the Employment Equity Plan, the Canada Research Chair Equity, Diversity, and Inclusion Action Plan, the Indigenous Strategic Plan, Wellbeing Strategic Framework, institutional commitments to anti-racism, and, more broadly, the Universities Canada Inclusion Principles.

This report is structured according to the goals of the *Inclusion Action Plan*.

2019-2021 Key Highlights

Recruitment, retention, and success

- Initiated IBPOC Connections program, an affinity group comprised of faculty and staff who self-identify as Indigenous, Black, and People of Colour.
- Worked with community members to launch the Disability Affinity Group. The Disability Affinity Group provides an opportunity for faculty and staff living with disabilities to regularly meet and build a community of support, learning, and solidarity.

System change

- *Inclusion Action Plan (IAP)* adopted by the UBC Board of Governors and the *Activating Inclusion Toolkit* launched in support of IAP implementation.
- Launched the Trans, Two-Spirit, and Gender Diversity Task Force and a university-wide audit of gender diversity inclusion.
- Following the repeal of *Policy 65: Religious Accommodations*, and at the direction of Vice-Presidential Strategic Implementation Committee on Equity and Diversity (VPSICED), coordinated a Religious, Spiritual, and Cultural (RSC) Accommodation working group. The working group comprised of university-wide representation, provided recommendations to VPSICED on best practices for ensuring a welcoming and inclusive space for religious, cultural, and spiritual observances.

Capacity building

- Expanded formal partnerships with units, adding the faculties of applied science and medicine as sites with a dedicated strategist / facilitation resource that is deeply connected and supports faculty efforts in alignment with central initiatives and the EIO.
- Delivered an anti-racism workshop series to cultivate a teaching or facilitation practice that serves as a form of solidarity, and is premised on pedagogy in the areas of anti-racism, equity, and inclusion.
- Launched *Through the Lens* workshop series, delivering innovative and interactive workshop series designed to enhance UBC community members' understanding of diversity, while offering practical ideas for creating a more equitable and inclusive campus.

Learning, research, and engagement

- Advanced the *Canada Research Chairs (CRC) Equity, Diversity, and Inclusion Action Plan*, including the launch of a Central Accommodations Fund Pilot and targeted research projects intended to inform improved recruitment and retention of CRC's with disabilities.
- Working with VP Research & International and other institutional partners, developed a self-assessment approach and methodology, for an institution-wide environmental scan of EDI initiatives and identification

2019-2021 Key Highlights

of barriers and inequities within the UBC research ecosystem, to inform the development of a *Dimensions Action Plan*.

Accountability

- In response to unmet campus needs and increased number of human rights consultations, hired a human rights/respondent support advisor at UBC Okanagan and a human rights advisor at UBC Vancouver.
- Revised UBC's *Employment Equity Census* questionnaire to reflect promising practices in demographic data collection and improved language and concepts that better reflect the ways members of the UBC community speak and think of themselves.

Supporting the implementation of UBC's anti-racism commitments

- Provided support to the President's office, senior advisor to the president on anti-racism and inclusive excellence, senior advisor to the provost on racialized faculty, and the co-executive leads on anti-racism with implementation of anti-racism efforts. This included leadership engagement sessions on systemic bias and anti-racism in higher education, community listening and building events, the anti-racism task force formation, overall anti-racism communications strategy and programming, and the anti-racism and inclusive excellence website.

2019 - 2021 Achievements

The following achievements reflect EIO's efforts to advance UBC's Inclusion Action Plan (IAP). The achievements are reported according to the five goals identified in the plan: 1) recruitment, retention, and success, 2) building capacity, 3) system change, 4) learning, research, and engagement, and 5) accountability; and cross-referenced according to the specific goal-level actions.

<p>Goal: Recruitment, retention, and success</p> <p>UBC will actively recruit, support, retain, and advance students, faculty, staff, and leaders from systemically marginalized communities.</p>
<p>Action K: Inclusive Spaces and Initiatives</p> <p>Support mentorship, peer support, and affinity/ resource groups that enhance spaces and initiatives toward inclusion. Promote extra-curricular programming, professional development opportunities and events that help build inclusive cultures.</p>
<p>Launched the Disability Affinity Group for faculty and staff</p> <ul style="list-style-type: none"> Working with community members, launched the Disability Affinity Group in October 2020. The Disability Affinity Group provides an opportunity for faculty and staff living with disabilities to regularly meet and build a community of support, learning, and solidarity. In addition to building a supportive and inclusive community, the group enables participants to share knowledge, strategies, and resources that can be applied to their own experiences as disabled staff and faculty. Several events have been held to date.
<p>Engaged IBPOC faculty and staff through the IBPOC Connections program</p> <ul style="list-style-type: none"> Continued to deliver community building events that sought to elevate IBPOC voices and experiences at UBC in partnership with IBPOC Connections and units such as the Centre for Culture, Identity and Education. This included four events with dynamic, local, Black performers as part of the Black Artistic Expressions in BC, a virtual series centred on joy, resilience, fun, and activism that bears witness to what it means to be Black in BC. Hosted radical self-care workshop and supported the development of a wellbeing survey for IBPOC staff and faculty. The survey is designed to gather feedback from IBPOC/BIPOC staff and faculty at UBC on programs, resources, and other supports that contribute to their wellbeing at work and overall career success. Linked to efforts to elevate the voices of IBPOC faculty and staff, program staff delivered a presentation at a listening session with UBC's president Santa Ono in order to highlight particular interests and concerns of IBPOC staff. The session provided space for a productive discussion, and the president's engagement

with the particular challenges experienced by staff and their recommendations was highly appreciated by the community.

- Following the listening session, IBPOC Connections developed a sponsorship/mentorship program for IBPOC staff. The concept proposal has been reviewed by key partners with an aim to implement following review by the IBPOC Advisory Committee. For IBPOC staff, mentorship provides meaningful gateways for both acquiring the knowledge, skills, and awareness needed for career advancement as well as a sense of community, recognition, and belonging in spaces where IBPOC individuals are historically, persistently, and/or systemically marginalized.

Distributed Black History Month care baskets and organized a community building potluck

- In partnership with UBCO International Programs and Services, the UBCO Provost's Office, Campus Health, the ASCS (African Caribbean Student Club), and OKGN Lifestyle, organized the distribution of care baskets, including self-care products, information, recipes, and ingredients and spices to Black/ Caribbean/African community members. The initiative sought to highlight the Black communities continued resilience, joy, and culinary cultures.
- To create a space that valued and promoted Black identity and community, the EIO at UBCO hosted a virtual potluck.

Launched the Trans, Two-Spirit, and Gender Diversity Task Force

- In 2020, EIO supported the efforts to launch and coordinate the task force comprised of students, faculty, and staff. The task force will provide strategic direction to UBC's senior leadership and make recommendations to create a more inclusive campus for trans, Two-Spirit and gender diverse (T2SGD) faculty, staff, and students. This includes identifying and addressing inequities that directly impact community members, and developing actionable recommendations to address human rights concerns experienced by the T2SGD community and any related gaps in university's systems, policies, procedures, and practices.

Supported the development of a resource guide to UBC for gender diverse students

- Worked to enhance resources for gender diverse students, including supporting the creation of a web-based resource for incoming students. This resource will assist all incoming trans, gender non-binary, and gender diverse students to navigate UBC systems and services. Staff also continue to support trans and gender diverse students to explore the possibility of initiating a student-led, student-governed mentorship program.

Supported the creation of a peer led trans mentoring program

- Supported students in creating a peer led mentoring program for trans, genderqueer, nonbinary and/or Two-Spirit students at UBC Vancouver and UBC Okanagan. This student-led and student-governed mentorship program aims to fill a gap that presently exists for gender diverse students who either do not feel welcome in or are unable to access other spaces in the university.

Commenced gender diversity audit

- Working with an external and independent agency, TransFocus Consulting, supported efforts of the T2SGD task force to commence an audit of gender diversity at UBC Vancouver and UBC Okanagan. The audit will help enhance the university's understanding of student, staff, and faculty members' needs, and in particular the needs of those who are transgender, Two-Spirit, and gender diverse (T2SGD). The audit will cover climate, information systems, programs and services, housing, athletics and recreation, and university engagements, and will result in a public report outlining recommendations, strategies, actions, and measures of success needed to achieve greater inclusion of gender diversity at UBC.

Hosted the annual Queer Orientation at UBC Okanagan

- In partnership with the Student Union Okanagan, UBCO Library, Pride Resource Centre, Positive Space Committee, and other partners, hosted the annual Queer Orientation in a virtual format. Queer orientation consists of a series of events aimed at building community and a sense of belonging amongst UBCO's queer and trans community members.

Continued efforts to support system change around gender diversity

- EIO continues to support gender diversity efforts, including championing efforts to align our systems with our institutional commitments (e.g., pronouns on Canvas, Data Governance, IRP), providing education and training, and identifying gaps in current processes and systems, and ensuring use chosen names in campus communications.

Commenced efforts to enhance community understanding of rights and policing at UBCO

- At UBCO, in response to community concerns and complaints the EIO worked to understand policies and practices and identify educational and outreach needs and directions around human rights on campus. Team engaged Campus Security and Student Conduct Manager.

Advanced UBCO partnerships

- Worked with a number of partners to advance human rights practices and understandings, including with SVPRO and student groups in support of the Policy SC17 policy review process, the Student Union Okanagan, and the Positive Space committee around queer orientation and gender diversity washrooms.

Action F: EDI in Promotion

Create and embed best practice guidelines for the recognition and valuing of EDI-related work, in collaboration with Provosts, Deans, and collective bargaining units, in scholarship, teaching, educational leadership, and service for faculty.

Sought to understand classroom experiences and retention of Black faculty

- The human rights/respondent advisor worked with EIO staff to informally inquire into the experiences of Black post-doctoral candidates and faculty who have recently left UBC. Current inquiries have revealed factors like social isolation and hostile classroom environments have a significant impact.

Goal: System change

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

Action J: Inclusion Action Plan (IAP) planning, implementation and reporting

Provide resources for department, Faculty, and administrative unit level planning, implementation, and reporting on the IAP.

Completed the development of the Inclusion Action Plan and gained endorsement of the implementation plan by the Board of Governors

- The AVP Equity & Inclusion provided an implementation update to the *Inclusion Action Plan* at the People, Community and International Committee of the Board of Governors. The implementation plan was approved and the IAP received endorsement by the Board and both Senates.

Continued to support and evolve IAP Implementation

- EIO is finalizing plans to engage a broader community through a network designed for those leading EDI efforts in units and departments across the institution. Launch of this network is planned for spring of 2021.
- The EIO has also continued to support IAP implementation in developing a proposal to solidify an operational structure in support of university-wide implementation. The proposal was presented by the AVP Equity & Inclusion to the sponsoring VPs in January and is currently anticipating feedback to inform next steps.

Launched *Activating Inclusion Toolkit*

- August marked the official launch of the EIO's [*Activating Inclusion Toolkit*](#), a collection of tools, guides, and resources developed to support engagement with the IAP and the operationalization of inclusion in localized contexts on both campuses. Available tools reflect the first phase of ongoing tool development which will continue to evolve over time, responding to feedback and requests from the UBC community.

- The EIO hosted an information session for the *Inclusion Self-Assessment Tool* along with a number of individual consultations, engaging with a total of 12 units from across the institution and drawing some 200+ participants.
- In support of equitable and inclusive decision-making during COVID-19, launched an [*Intentional Equity, Diversity, and Inclusion Decision-Making Tool*](#), the first to launch in the series of tools, the tool provides a framework for individuals and teams to apply an equity, diversity, and inclusion lens to their decisions, especially in moments of urgency.

Action K: Equity Leads

Appoint a faculty or staff member within each department or unit who is responsible for coordinating the implementation of commitments made in the executive or faculty level plans at the local level, supported by an Equity Leads Network facilitated by the Equity & Inclusion Office.

Launched the Inclusion Action Leads Community of Practice

- EIO launched the Inclusion Action Leads Community of Practice, responding to mounting energy and requests for support, and facilitating efforts to advance a collective impact approach. The EIO hosted four Inclusion Action Leads Community of Practice sessions, and welcomed several new members to the group. Discussion focused on sharing updates on the Inclusion Action Plan implementation and exploring preliminary conversations on understanding and evaluating change as equity, diversity and inclusion initiatives progress across the institution.

Action H: Inclusive infrastructure

Develop infrastructures for supporting and accommodating faculty, staff, and students with respect to religious, spiritual, and cultural observances, and flexible work, housing, and childcare arrangements.

Religious, Spiritual, and Cultural (RSC) Accommodation working group

- Participated in the RSC working group in order inform policy updates from an EDI perspective.

Goals: Capacity building

UBC will enhance institutional and individual capacities and skills to succeed in and advance inclusive environments and work to sustain and continually evolve that capacity as skills and capabilities are increased.

Action A: EDI education and training programs

Resource, develop, implement, and evaluate comprehensive education and training programs on equity, diversity, and inclusion for students, faculty, and staff. Embed this education and training in recruitment processes, onboarding, assessment and performance reviews, and professional development for staff and faculty; and in curricular and co-curricular contexts for students.

Provided university-wide unit-level educational and training sessions

- Enhanced intake process for requests for education and other consulting services. Over the reporting period, EIO received approximately 338 requests from university units for EDI-related consultations and support, including training and education.

Developed and delivered anti-racism courses

- In partnership with VP Students, designed an online anti-racism foundations course that will be rolled out as part of student orientations; all staff and faculty will be encouraged to take this course.
- In partnership with CTLT, delivered anti-racism workshop series that aimed to cultivate teaching or facilitation practices that serve as a form of solidarity, and are premised on pedagogy in the areas of anti-racism, equity, and inclusion. The workshops provided participants an opportunity for reflection on their own roles and experiences as educators, and to develop an introductory understanding of concepts such as anti-racism, privilege, allyship, and solidarity especially in the context of online teaching and learning. The series helped instructors understand and unpack harmful phrases that can lead to further marginalization of racialized or excluded students.

Launched second annual Through the Lens workshop series

- Launched Through the Lens workshop series, delivering innovative and interactive workshop series designed to enhance UBC staff, faculty, and community members' understanding of diversity, while offering practical ideas for creating a more equitable and inclusive campus. The workshops - seven in 2019 – 2020 and eight in 2020 – 2021– connected UBC community members with speakers on topics such as: race, whiteness, anti-Black racism, disability, decolonization and Indigenization, religion, and sexuality and gender diversity.

Conducted EDI curriculum review within EIO and updated course offerings

- Developed and piloted new curriculum and workshops: EDI for Leaders and Mentors, Understanding Racialization and White Supremacy, Changing Landscape of Sexuality, Responding to Microaggressions.

Conflict engagement training

- Delivered a series on conflict literacy & fluency training for faculty and staff through Conflict Theatre sessions, ALDP, Managing@UBC & PD@UBC, CTLT classroom climate series, as well as for students through the Graduate Studies Society and the Faculty of Graduate and Postdoctoral Studies.

Organized three race-related research talks in partnership with Extended Learning

- In partnership with UBC Extended Learning, we convened three presentations as part of One Hour@UBC with UBC researchers whose work focused on different areas of race-related research, and whose work adds to the current conversations on race.

Action B: Dialogue and engagement

Facilitate and provide opportunities for dialogue and conversation around sensitive topics at UBC and beyond. Build conflict engagement skills and practices among all members of UBC's community to equip people for working across differences.

Worked with the UBCO Provost on signature initiatives to address systemic racism

- In collaboration with the UBCO provost, supported key anti-racism initiatives including a series of group listening sessions with students and faculty. These sessions, complemented by a variety of other targeted engagements, gathered comments and feedback that surfaced five core themes to address systemic racism at UBCO, including: hiring and retention, curriculum, race-based data collection, collective action, and accountability and evaluation.
- In addition to these core themes, efforts are underway that promote mental health and wellbeing, exploring unconscious bias and modeling inclusive behaviors, and creation of more community connections and resources. The EIO is supporting the Provost's Office to move forward on a strategic set of identified recommendations and priorities emerging from these efforts.

Provided conflict engagement expertise and support to units

- Continued to provide subject matter expertise to academic and non-academic unit leaders to frame and support a positive and generative engagement with equity-based conflict to promote inclusive excellence. Requests for these conflict engagement support arrive independently as well as supporting the work of the human rights team.

Equity Ambassadors and the Get Connected Programs

- As part of UBC's Peer Programs and with support of the Centre for Student Involvement and Careers, ran another year of the Equity Ambassadors program. The program brings together a diverse group of

student leaders who raise awareness about social justice and human rights issues, through education and peer engagement on campus. The Equity Ambassadors hosted four peer workshops and played an instrumental role in organizing each term's Get Connected events for BIPOC and queer and trans students.

Convened an Equity Student Advisory Council

- In 2019, launched the inaugural Equity Student Advisory Council. The council is made up of passionate equity-minded students who value advocacy, community, and systemic change. The council aims to inform decisions and practices that promote equity at UBC - from research projects, to climate justice initiatives, to equity-enhancing policies, we provide our meaningful perspectives to add student voices into the consultation process.

Partnered with IGNITE Book Club

- Worked to support IGNITE Book Club, an initiative of the Senior Advisor to the Provost on Racialized Faculty, by providing communications and event management support for several events, including a conversation between Eternity Martis and Daniel Heath Justice at the launch of Martis' newly published book, *They Said This Would Be Fun: Race, Campus Life, and Growing Up*. IGNITE is one of several key initiatives from the Provost's Office that recognize and embrace the diversity of our faculty community, and provide an intentional space for racialized faculty to share their experiences.

Supported units in responding to concerns of systemic inequities

- Working with two units who have received petitions from over 70 students and alumni requesting/demanding that systemic inequities be addressed within their departments and the university. This involves supporting students, faculty, and department leaders, together and separately, to understand, clarify, prioritize, and develop plans and processes to address the stated concerns.

Action C: EDI leadership training

Develop EDI curriculum and deliver/leverage training specifically for leadership at all levels to deepen understanding and encourage modelling of inclusive behavior, with a focus on applied skills and performance management in diverse workplaces.

Advanced management's understanding of religious, spiritual, and cultural (RSC) accommodations

- EIO continued to work with human resources to ensure information is available to managers on their role and responsibilities for fulfilling RSC accommodation.

Conducted EDI curriculum review across leadership programs

- Conducted a comprehensive review of the Academic Leadership Development Program (ALDP) curriculum from 2018/2019 and 2019/2020 to identify existing strengths and gaps related to equity, diversity, and inclusion (EDI) and provided recommendations for expanding and embedding EDI content

in alignment with institutional priorities (e.g., the inclusion action plan) and existing resources on campus.

- Clarified EDI content for the Senior Leadership Development Initiative and established a plan for a systemic review, data collection, and the development of a tool for the creation of job profiles.

Goal: Learning, research and engagement

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

Action A: EDI awards, funding, and incentives

Establish awards, funding, and incentives that recognize outstanding equity, diversity, and inclusion initiatives and contributions in learning, research, and engagement, including community- engaged research and community-led initiatives.

Equity Enhancement Fund

- Allocated \$100,000 in funding to faculty, student, and staff-led projects that sought to advance EDI across UBCV and UBCO

Action B: Inclusive teaching and learning

Encourage and support instructors and teaching assistants to implement inclusive course design, teaching practice, and assessments.

Updated inclusive teaching @ UBC web portal

- Continued to evolve Inclusive Teaching @ UBC website containing teaching resources and opportunities designed to support instructors and faculty in creating a learning environment where all students feel that their differences are valued and respected, have equitable access to learning and other educational opportunities, and are supported to learn to their full potential.

Conducted mid-point evaluation of Equity & Inclusion Scholars Program

- EIO conducted a one-year and midpoint report for the Equity & Inclusion Scholars Program Evaluation. A key recommendation from program participants' is to grant an optional one-year extension for funded projects to allow program flexibility to respond to evolving needs and changing demands resulting from the impacts of COVID-19 in grantees' respective operating environments.

Action D: Research funding

Advance the principles and intended outcomes of the equity, diversity, and inclusion initiatives of the Canada Research Chairs Program and the Dimensions Charter, as well as other existing and future government funding programs.

NSERC Dimensions program

- The EIO worked in partnership with VP Research and Innovation to convene UBC's Dimensions self-assessment team, comprised of a core project team, steering committee, advisory committee and qualitative and quantitative working groups, tasked with undertaking an institution-wide environmental scan of equity, diversity, and inclusion initiatives and identification of barriers and inequities where they exist related to research activities.
- The project team has finalized the scope of the UBC's self-assessment approach, delineating research questions across specific focus areas, including: faculty and staff hiring and recruitment practices, pay equity, progression, and retention; graduate and post-doctoral admissions, recruitment practices, and funding; research services and culture; and research funding and award opportunities.
- While data collection via engagement of the Self-Assessment Team and internal and external data stewards continues, preliminary analysis has commenced and high-level summary findings were presented to the Dimensions Advisory and Steering Committees early in 2021. The Dimensions project is entering into a new action plan development stage and the project team has proposed initial steps for initiating action planning including: Strengthening alignment with other institution-level initiatives and action plans (i.e. UBC Strategic Plan, Indigenous Strategic Plan, Inclusion Action Plan, CRC Equity, Diversity and Inclusion Action Plan, and UBC's commitments against racism and injustice) by identifying strategic gaps or outstanding questions Dimensions can address to bolster ongoing efforts; and developing recommendations for improving institutional data infrastructure and undertaking targeted community engagement in areas needing further exploration. New targeted actions will also be developed as the pilot project proceeds.

Support EDI efforts related to Canada Research Chairs (CRC) Program

- Following the EIO's collaboration with UBC's CRC Program Secretariat to submit an update to the Canada Research Chairs Equity, Diversity, and Inclusion Action Plan (EDIAP) in March of 2020, the Phase 3 administrative review by the Tri-agency Institutional Programs Secretariat (TIPS) determined that the revised action plan satisfies the program's requirements, with the condition that the timeline for identifying platforms to advertise chair positions to diverse candidates be updated to 2020.
- The EIO continues to convene and support an Expanded CRC Working Group to identify and progress key priorities of the EDI Action Plan. Key among these priorities is the continued advocacy and amplification of the Centralized Accommodations Fund Pilot, funded through the Provost's Office, which provides one portal to ensure accommodations for Canada Research Chairs (CRCs) are funded and set up, while maximizing dignity and respect. The fund has recently completed its first accommodations process, removing the need for disclosure, expertise, and funding from the department. An accompanying training module to raise awareness of the pilot program and process for accessing the

Fund is under development. It is anticipated that implementation and evaluation of this pilot will support improved approaches to recruitment and retention of CRCs with disabilities.

- In partnership with the CRC Program Secretariat, the EIO developed and presented a proposal to establish an Accessibility / Diversity Working Group that lends expertise, insights, and lived experience to guidance and recommendations for the Vice-President's Strategic Implementation Committee on Equity & Diversity (VPSICED) to improve accessibility and inclusion for people with disabilities throughout the UBC community.
- The EIO CRC partners also submitted a proposal for and were awarded funding from CRC Ottawa to support two Graduate Academic Assistants to research evidence-based strategies and initiatives associated with recruiting, retaining and advancing CRCs with disabilities to advance aspects of the CRC EDI Action Plan.
- EIO continues its exploration of and advocacy for improved approaches to demographic data collection, advocating to CRC Ottawa for the inclusion of diverse gender identity and sexual orientation among designated equity groups; improving options for self-identification through revised demographic questions.

Completed preliminary data analysis from the limited hiring program in the CRC program

- Continued efforts to administer and analyze results of the applicant pool equity survey to track and examine the number and proportion of Canada Research Chair (CRC) applicants identifying within any of the four designated groups to the proportion of those who progress through the application and nomination process. This analysis will serve to identify patterns and trends that may indicate the presence of barriers for the full participation of members of equity groups in UBC's CRC program.
- As of August 2020, UBC's equity survey for Canada Research Chair applicants has been used in 34 CRC searches; 20 of those searches have been completed, resulting in the hire/nomination of 27 chairholders (2 searches were cluster hires). The data sets include seven external searches and 13 internal searches. This data is being presented to Deans to inform efforts to diversify the candidate pool for CRC nominations and applications.
- Continued to explore potential for expanding the analysis of the comparison of applicant pool diversity to new hires at an institutional level.

Continued to advocate for increased visibility and use of "Diversifying Your Applicant Pool: Places to Advertise" database

- EIO is advocating for and amplifying messaging about this database, developed as a component of the CRC EDI Action Plan and designed to support search committees in broadening the reach of their advertisements for CRC positions at UBC. Database entries capture professional associations, publications, networks and grassroots communities that specifically serve scholars from equity-seeking groups and are not the traditional sites of advertisement for searches. Currently it is focused on faculty searches, however, it could be expanded to support outreach to equity groups with staff positions.

Action F: Student learning

Review and improve mechanisms to ensure that student perspectives on the inclusiveness of their learning experiences are integrated into the improvement of teaching.

Convened an Equity Student Advisory Council

- See above. The council provides a mechanism for faculty, staff, and students to hear student perspectives with an EDI lens.

Continued Development of Microaggressions in the Online Classroom Project

- EIO worked with a group of students to develop a set of scenarios simulating the types of microaggressions that could happen in the online classroom. Some scenarios drew loosely from student experiences shared anonymously through the *BlackatUBC* and *SauderUnspoken* social media accounts. A group of faculty members experienced with inclusive teaching practices developed responses to those scenarios which will be made available through CTLT as a resource for faculty members and a way to advance inclusive teaching practices.

Action E: Equitable community relationships

Proactively build and strengthen UBC's relationships and improve institutional systems to appropriately recognize and compensate community members' engagement, and work more effectively with communities and organizations representing those who have been marginalized.

Supported communications and survey alignment around the Campus Security Review

- Worked with Vice-President Finance and Operations and internal communications to raise awareness of the Campus Security review and distribute the survey and focus group invitations across the university. EIO's planning and evaluation and communications team supported the independent consultant in aligning the survey and outreach with UBC standards.

Continued to support planning and evaluation of anti-racism efforts

- A subgroup of EIO staff continues to support the President's Office in mapping and consolidating reports of anti-racism initiatives within the VP Portfolios in support of the upcoming convening of the President's Task Force on Anti-Racism and Inclusive Excellence and launch of the related website.

Goal: 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.

Action A: Mechanisms for annual reporting

Establish mechanisms for annual reporting on inclusive actions, including plans for future progress.

Completed the annual Employment Equity Report

- Completed the annual employment equity report that serves as a monitoring and accountability tool related to the access, success and representation of historically, systemically or persistently marginalized populations. The report provides data showing the headcount and percentage of employees (faculty and staff) in each Employment Equity Occupational Group and Designated Group and includes a summary overview on progress to date with respect to UBC's *Employment Equity Plan*.

Action B: Institutional data

Ensure Workday collects institutional data with appropriate privacy safeguards to enable regular systematic analyses of access, engagement, promotion, success, attrition, etc., for students, staff, and faculty.

Revised UBC's employment equity census questionnaire

- The EIO led a process to update UBC's employment equity census questionnaire, revising the language, format, and accessibility based on consultations, while retaining the ability to compare past data and report on trends. The questionnaire revision responds to feedback from the UBC community indicating the need to update the questions to better reflect promising practices in demographic data collection, particularly to reduce use of outdated and irrelevant terminology, and embrace language and concepts that better reflect the way members of the UBC community think of themselves. UBC is currently in the process of integrating the revised questionnaire into the Workday enterprise system.

Action C: Enhanced reporting mechanisms

Review and enhance streamlined mechanisms and related policies to better support people who experience harassment, discrimination, retaliation, and bullying to report incidents and policy breaches, and ensure annual reporting on aggregated incidents.

Continued to respond to high-volume of human rights complaints

- Continuing to meet its obligations under UBC's Policy SC7: Discrimination, the human rights team experienced consistently high number of consultations and complaints. During the standard annual

reporting period between July 1, 2019 and June 30, 2020, the human rights team responded to 457 complaints across the UBCV and UBCO campuses.

- The high number of complaints continues to be a challenge given the time and care complaints of human rights discrimination require to be resolved in ways that are amenable to the different parties. In addition to the number of complaints increasing, we have also observed an increase in the number of complainants per case.
- Furthermore, human rights staff notice a shift in the types of complaints, notably, that the complaints are increasingly more complex and that the experience of discrimination that UBC members articulate are more historical and long-standing.

Continued to advocate for inclusive practices and processes with respect to gender identity

- In the wake of UBC's shift to Workday and concerns raised about preferred names/legal names fields, EIO pursued and achieved systems intervention to ensure that there were no adverse impacts during this shift for members of UBC's gender diverse community.

2021-2022 Key Priorities

- Support the implementation of the IAP and fulfillment of commitments to antiracism.
- Explore connectivity and coordination across institutional-level strategic initiatives.
- Identify opportunities to embed an equity lens into institutional data infrastructures and the decision-making data informs.
- Promote accountability via progress tracking and evaluation across the institution and reporting back to the UBC community.
- Continue to build a suite of educational offerings, both live and self-directed online, particularly in the area of anti-racism in response to identified needs and engagement from the community and in alignment with institutional anti-racism commitments and efforts.
- Continue to support the work of various affinity spaces, including Disability Affinity Group, IBPOC Connections, and Trans, Two-Spirit and Gender Diversity Task Force – and in particular help support the implementation of the Task Force's recommendations.
- Continue supporting the implementation of UBC's anti-racism commitments, inclusive excellence efforts, and the work of the anti-racism task force.
- Continue to provide exceptional human rights and conflict engagement advising to the campus community and meet our obligations under Policy SC7: Discrimination.