

address systemic issues and ongoing conflicts, and that the members of the UBC community have appropriate knowledge and capacity to deal with their own conflicts in an active and proactive way.

- Completed and published UBC’s **Employment System Review**, a comprehensive overview of how current employment systems and practices are performing, and identifying opportunities and barriers with respect to making our employment practices more equitable and inclusive.
- Conducted campus-wide engagement to develop UBC’s **Inclusion Action Plan**; efforts included university-wide consultations with students, faculty, and staff. Completed the first round of consultations and developed a draft IAP for further feedback by those historically, systemically, or persistently marginalized.
- Expanded the SDI partnerships to include the **Faculty of Science** and recruited an embedded strategist.
- In partnership with the UBC CRC Secretariat, created and implemented the Canada Research Chairs (CRC) EDI Action Plan and continue to respond to the requirements of the plan.

Accountability

- Continued to deliver **human rights advising services** to the campus community, amid an almost 200% increase in clients over the 2017 – 2018 period; helped resolve 276 concerns before they became complaints resulting in avoidance of significant costs to the university, both financial and reputational.
- Provided **conflict engagement advising** to a number of Faculty and service units in order to facilitate constructive navigation of inter-personal and unit-level conflicts, thus supporting business continuity and wellbeing, and the productivity of students, staff, and faculty.
- Developed a **dedicated diversity survey module** as part of the Undergraduate Experiences Survey, in order to collect better data around our students’ experiences and identities.
- Worked closely with the Senior Advisor to the Provost on Women Faculty to develop **interactive pay equity data dashboards** in order to better understand pay equity amongst faculty and to support decision-making.
- Supported **external reporting and accountability efforts** including the Institutional Accountability Plan and Report, Top Diversity Employer, CRC EDI Action Plan, and EDI Dimensions program.
- Completed initial evaluation of the Student Diversity Initiative, and mapped out a process to share the findings with partners and collaboratively explore how to address recommendations from the evaluation report.

Governance

Governance Structures

Vice Presidents’ Strategic Implementation Committee for Equity & Diversity (VPSICED)

The Equity & Inclusion Office facilitates the Vice Presidents’ Strategic Implementation Committee for Equity & Diversity (VPSICED). The EIO continues to support the work of the Race & Leadership Standing Committee and the recently convened Religious, Spiritual, & Cultural Practices Working Group.