Roadmap for Change: Implementing anti-racism commitments at UBC

January 25, 2023
Land Acknowledgement

UBC’s campuses are located on the traditional, ancestral, and unceded territories of the Syilx (Okanagan) Peoples and of the Coast Salish Peoples, including the territories of the xwməθkwəy̓əm (Musqueam), Skwxwú7mesh (Squamish), and Stó:lō and Səl̓ílwətaʔ/Selilwitulh (Tsleil- Waututh) Nations.
ANTI-RACISM AND INCLUSIVE EXCELLENCE TASK FORCE (ARIE TF)

Shirley Chau & Handel Wright
Co-Chairs, ARIE TF
TIMELINE OF TASK FORCE ACTIVITY

JUNE
- Statements Against Racism
  President Ono releases statements (June 16) against racism and affirms UBC's institutional commitment to inclusion and call for the acceleration and intensification of efforts to build a more inclusive campus community

DECEMBER
- UBC Broadcast
  Announcement issued regarding a series of initiatives addressing systemic racism within our community, including the establishment of the President's Task Force on Anti-Racism and Inclusive Excellence

FEBRUARY
- Website Launch
  UBC's Anti-Racism and Inclusive Excellence website launched

NOVEMBER
- Senior Advisor to the President Appointed
  Dr. Handel Kashope Wright appointed as Senior Advisor to the President on Anti-Racism and Inclusive Excellence

OCTOBER
- Executive Leads Appointed
  Drs. Ainsley Carry and Ananya Mukherjee Reed appointed as Co-Executive leads of Anti-Racism

FALL 2021
- Community Engagement

OCTOBER - DECEMBER
- Write up of Final Recommendations

JANUARY - FEBRUARY
- Final Task Force Report and Recommendations

MAR - JUNE
- Anti-Racism and Inclusive Excellence Task Force
  34 members Task Force convened. Six subcommittees focused on Work & Study constituencies and Equity. Deserving Racialized Groups are tasked to make interim recommendations in process and create a final report and a series of recommendations to address systemic racism

JUNE - OCT
- Continued Generation and Finalizing of Recommendations
DISTINCTIVE AND INNOVATIVE CHARACTERISTICS OF THE UBC ARIE TASK FORCE

1. Inclusive Excellence as the expressed goal of its anti-racism work
2. Comprehensive anti-racism related to specific ethnoracial and other equity denied groups
3. The creation of six committees that were given the mandate to operate relatively autonomously and to produce recommendations designed to address racism against both ethnoracial and institutional constituencies
4. The submission of recommendations at various interim intervals for the consideration of the President and Executive anti-racism leads rather than only in the TF final report

5. Work undertaken in a compressed timeline
6. Intersectionality
7. Purposeful inclusion of minority within minority
8. Community input and rigour
SIX PRIMARY RECOMMENDATIONS

1. Anti-racist education for all individuals at UBC, including senior administration
2. Recruit and retain IBPOC faculty members and staff
3. Develop a system for handling complaints involving IBPOC students, faculty, and staff
4. Establish and routinize anti-racism as academic, intellectual, and activist work at UBC, including through an office and a living library
5. Address wellbeing and sense of belonging of IBPOC members in the community
6. Address workload inequities experienced by IBPOC faculty and staff
WE GIVE THANKS TO THE FOLLOWING:

• Former UBC President, Dr. Santa Ono
• Executive Assistant to President Ono, Julie Wagemaker
• Wendy Luong, Project Manager from the President’s office
• Alison Stuart-Crump, Executive Assistant from Provost’s office
• Former Provost at UBCO, Dr. Ananya Mukherjee Reed
• The current Executive sponsors, AVP of Students Dr. Ainsley Carry and Provost Rehan Sadiq, Provost Gage Averill
• Former AVP of EIO, Dr. Sara-Jane Finlay and former acting AVP of EIO, Dr. Margaret Moss
• The Communications Team (Richard Hart, Jamil Rhajiak, John Lo, Clare Hamilton-Eddy)
• Roshni Narain, Former Director of EIO, Human Rights advisor
• Castlemain for their help with designing the artwork and preparing the final report.
• The many supporters and champions of antiracism and inclusive excellence from within the UBC community and from those outside of UBC who waited eagerly to learn more about the ARIE Task Force’s work.
THE UBC ANTI-RACISM AND INCLUSIVE EXCELLENCE TASK FORCE FINAL REPORT

https://antiracism.ubc.ca/task-force-report/
Strategic Equity & Anti-Racism (StEAR) Framework: A Roadmap for Change

January 2023

Arig al Shaibah, PhD
Associate Vice-President, Equity and Inclusion
Why a StEAR Framework?

UBC’s 2018 – 2028 Strategic Plan: *Shaping the Next Century*

**Strategic Themes:**
- Inclusion
- Collaboration
- Innovation

**Align, unify, mobilize EDI priorities**

**Strategic Equity & Anti-Racism (StEAR) Framework and 2023 – 2026 Roadmap to Change**

- 2022 CRC EDI Action Plan
- 2022 EDI Dimensions Action Plan
- 2019 Inclusion Action Plan
- 2019 Employment Equity Plan
- Forthcoming Accessibility Plan
- 2022 Trans, Two-Spirit, and Gender Diversity Task Force Recommendations
- 2022 Anti-Racism and Inclusive Excellence Recommendations (and Scarborough Charter Pledge)
What is the StEAR Framework?

• A community-engaged, data-informed, action-oriented, and accountability-driven tool for the planning, implementation, and evaluation of EDI priorities

• Includes:
  • Six Guiding Principles
  • Four Broad Aspirational Goals (structural, curricular, compositional, interactional change)
  • A Roadmap to Change: 18 SMART Objectives
    • Reflecting common and distinct priorities from all plans and recommendations
    • To guide implementation over a three year time horizon – 2023 - 2026
  • Recognition of Inputs Required for Success (financial, human, material, capital resources)
  • Key Performance Indicators to Track Progress among Possible Output and Outcome Measures
  • A Pan-Institutional Governance Model
    • with the Equity & Inclusion Office leading a ‘coordinated decentralization’ approach
StEAR Guiding Principles

- Recognition of the Rights of Indigenous Peoples and Respect for Self-Determination
- Race-Consciousness in the Pursuit of Equity and Inclusive Excellence
- Meaningful and Ethical Community Engagement
- Networked Leadership and Coordinated De-centralization
- Collective Responsibility Driven by Executive Accountability
- Continuous Learning and Improvement
StEAR Goals, Domains, Drivers of Change

Domain: Institutional principles, paradigms, processes  
Drivers: Leadership, governance, accountability

Domain: Educational, academic programs and pedagogies  
Drivers: Teaching, research, community engagement

Domain: People policies and practices  
Drivers: Recruitment, support, retention

Domain: Individual proficiencies  
Drivers: Training, education, governance
StEAR Framework: A Logic Model

**DOMAIN**

**DRIVERS**
- Leadership, governance, accountability

**GOAL**
- Capacity for system change

**STRUCTURAL**
- Teaching, research, community engagement

**CURRICULAR**
- Responsive ways of knowing and dissemination

**COMPOSITIONAL**
- Recruitment, support, and retention practices

**INTERACTIONAL**
- Training, education, dialogue

**PRINCIPLES OF PRACTICE**

Rights of Indigenous Peoples, respect for self-determination
Collective responsibility, executive accountability
Continuous learning and improvement

Race-consciousness
Meaningful, ethical community engagement
Networked leadership, coordinated de-centralization

**Inputs**

**Areas of action**

**Outputs**

**Outcomes**
StEAR Governance

- **Executive (Sponsorship)**
- **AVPEI and EIO Team (Central Leadership/Coordination)**
- **Senior Academic and Administrative Leaders (Partnership)**
  - As needed: Implementation Teams co-led with AVPEI/EIO
- **Faculty & VP Portfolio Equity Champions (Networked Leadership/Coordinated Decentralization)**
  - Plus: Expanding Departmental-Level Champions in EDI Action Network
- **Advisory Committee (Community-Engaged Stewardship) – UBCV and UBCO representation**
  - Representatives of and for community members belonging to historically, persistently, systemically marginally groups
  - Representatives among executive sponsors, senior leadership partners, and networked champions
  - To advise on and steward implementation efforts
Next steps

February – March
- Continue to consult on the details of the Roadmap
- Work with Planning & Institutional Research on mechanisms to tracking progress
- Build out the website that houses Roadmap information
- Update implementation/activation guides and toolkits

April – May
- Officially release the final Roadmap
- Launch the Advisory Committee
- Launch an Inventory to establish baselines and assess efforts
- Develop an ongoing communication and consultation plan

Beyond May
- Strengthen Communities of Practice
- Provide funding opportunities
- Provide learning opportunities
- Offer consultation and advising