

Equity and Inclusion in Action:
JEDII STEM SERIES



Practicing inclusive and equitable faculty and staff performance reviews

Maï Yasué, Equity & Inclusion Strategist, Equity & Inclusion Office

Ashley Welsh, Interim Associate Director, Skylight (Science Centre for Learning and Teaching), Faculty of Science

Derek Thompson - *Thlaapkiituup*, Indigenous Initiatives Advisor, REDI, Faculty of Medicine



Land Acknowledgement

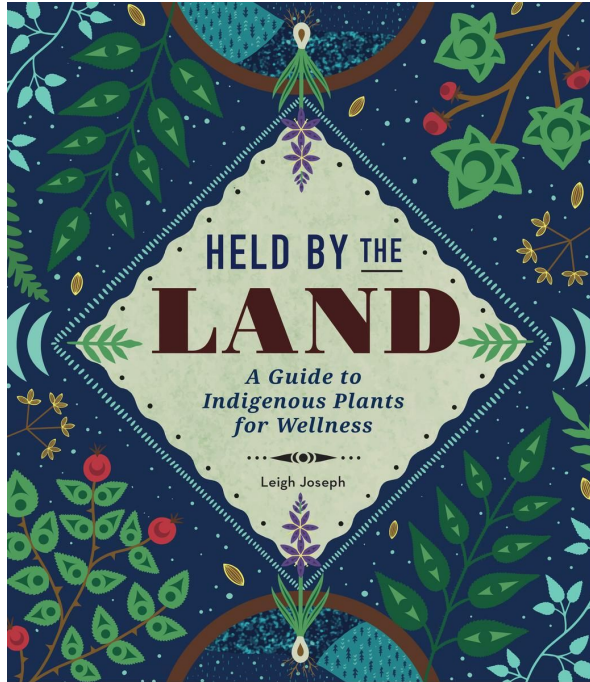
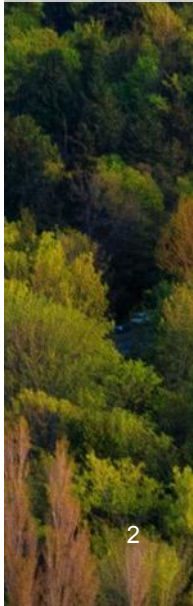


Photo credit: <https://storestock.massybooks.com/item/U7oox9PyVPWmbfoRE9OGvQ>
More info: <https://skwalwen.com/pages/held-by-the-land>



Session structure

1. Performance review, merit, tenure and promotion - Maï Yasué
2. Accountability towards the Indigenous Strategic Plan and the Truth and Reconciliation Commission - Derek Thompson - Thlaapkiituup
3. Looking at performance reviews from an accessibility lens - Michael Antunes & Alexandria Baugh
4. Panel discussion with
 - Alexander Fisher
 - Lael Parrott
 - Robert Karoly Szilagyi
 - Hema Ratnasami
5. Breakout room discussion



Technology navigation

- We invite you to participate as you see fit (cameras on/off).
 - Exercise self-care and take breaks as needed.
- You can use the Google slides document to navigate the workshop.
- Share resources, documents and upcoming events via chat. They will be compiled and emailed to you.
- Let us know any of your accessibility needs by private chat message.
- Closed Captioning can be turned on or off in the Zoom toolbar



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Goals

- Build networks and community
- Enhance self-efficacy and solidarity through sharing of resources and knowledge
- Coordinate action across different units



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Community Guidelines

- Be respectful in your interactions and storytelling/sharing
 - Share the learnings, but not other people's stories
 - Be mindful about comments that can be linked to individuals





Today's key question(s)

1. How do we build processes that **cultivate a sense of belonging and inclusion** during performance review for a diverse community?
2. How do we build processes that **minimize bias and inequities** with performance review?
3. How are we held **accountable for JEDII work** and demonstrating **JEDII competencies** within our roles?
4. How can we **build capacity to create support** for people who are engaged in performance review, tenure and promotion and merit?

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Past STEM Series Sessions that relate ([see resources](#))

- Summer 2021- Towards Equitable allocation of EDI work
- Summer 2022
 - Orientation and onboarding to support equity-deserving groups
 - Managing workload and burnout as a member of an equity-deserving group working in JEDII
 - Recruitment - Vetting candidates through Rubrics, Criteria



Meet Mai Yasué



Equity & Inclusion Strategist, Equity & Inclusion Office



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Jan 2022 tips for review processes

1. Ensure that departments have clear policies and procedures for different types of review and that ALL members of the unit are aware of these.
2. Ensure ALL people engaged in formative or summative review are trained
3. Ensure EVERYONE is accountable for engaging in JEDII
4. Create a more inclusive measure of research excellence
5. Provide formative feedback - Ensure ongoing and relational learning and professional development about JEDII for everyone



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2023 tips for review processes

1. Ensure that you know what people in your unit do
2. Transparency about what information is used for review
3. Provide support for people who are doing reviews
4. Trauma-informed, clear, transparent practices for all reviews



Meet Derek Thompson - Thlaapkiituup



Interim Director for Indigenous Engagement
Office of Respectful Environments, Diversity and Inclusion (REDI),
Faculty of Medicine



Meet Michael Atunes & Alexandria Baugh

Workplace Accessibility Specialists,
Centre for Workplace Accessibility



ACCESSIBILITY CONSIDERATION FOR PERFORMANCE REVIEWS: REFLECTION QUESTIONS

How have I considered barriers to accessibility in this staff/faculty member's work?

ACCESSIBILITY CONSIDERATION FOR PERFORMANCE REVIEWS: REFLECTION QUESTIONS

How have I discussed accessibility with this staff/faculty member?

ACCESSIBILITY CONSIDERATION FOR PERFORMANCE REVIEWS: REFLECTION QUESTIONS

How have I connected this staff/faculty member with UBC resources that could support their accessibility in the workplace?

ACCESSIBILITY CONSIDERATION FOR PERFORMANCE REVIEWS: REFLECTION QUESTIONS

How could it be of value to ask this staff/faculty member about any accessibility needs at the beginning of this performance review?

ACCESSIBILITY CONSIDERATION FOR PERFORMANCE REVIEWS: REFLECTION QUESTIONS

How have I communicated flexibility in this job? What are more opportunities for flexibility in work duties to benefit my team?

Meet our panelists



Alexander Fisher,
Chair of the Senior
Appointments Committee;
Professor,
School of Music,
Faculty of Arts



Lael Parrott,
Associate Dean for Faculty
& Research, IKB Faculty of
Science; Director,
Okanagan Institute for
Biodiversity, Resilience and
Ecosystem Services



Robert Karoly Szilagyi,
Associate Professor &
Department Head,
Chemistry,
IKB Faculty of Science



Hema Ratnasami,
Special Projects
Coordinator, School of
Biomedical Engineering,
Faculty of Applied
Science and Faculty of
Medicine



Breakout room

1. What are some strategies that your unit is implementing to improve the merit or performance review process?
2. Any questions on this topic?



Open discussion



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Upcoming events

- **April 18** - JEDII STEM Series | End of term celebration
- **April 25** - EDI Action Network Gathering #5

