




SUBJECT	EQUITY AND INCLUSION AT UBC
MEETING DATE	FEBRUARY 12, 2019

Forwarded on the Recommendation of the President

APPROVED FOR SUBMISSION



 Santa J. Ono, President and Vice-Chancellor

FOR INFORMATION

Report Date	January 21, 2019
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Presented By Barb Meens Thistle, Vice-President Human Resources
 Sara-Jane Finlay, Associate Vice-President Equity & Inclusion

EXECUTIVE SUMMARY

At the request of the Chair of the Board, the AVP Equity & Inclusion will provide a workshop that will inform the Board about the policies which address equity, diversity and inclusion at UBC, and the mechanisms that we have in place to help us achieve our equity, diversity and inclusion goals. Topics covered will be relevant policies, an introduction to the Equity & Inclusion Office and its team, an overview of Policy 3 (Discrimination and Harassment) and the Respectful Environment Statement. The Board will be reminded about unconscious bias and learn about UBC’s approach to inclusion skills and diversity competencies. We will conclude with some key questions and considerations for discussion.

STRATEGIC CORE AREAS SUPPORTED

- People and Places**
 Research Excellence
 Transformative Learning
 Local / Global Engagement

DESCRIPTION & RATIONALE Understanding the policy environment and mechanisms available to create an equitable and inclusive environment is important for all members of our community.

BENEFITS Governors will be better informed about UBC’s policy environment related to equity, diversity and inclusion, will have the opportunity to consider unconscious bias and how it might affect their work, and will understand the importance of inclusion skills and diversity competencies.

Learning, Research, Financial, Sustainability & Reputational