



SUBJECT	Update regarding Joint Board and Senate Statement on Equity, Diversity and Inclusion
SUBMITTED TO	People, Community and International Committee
MEETING DATE	November 20, 2020
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For input only - No action requested
LEAD EXECUTIVE	Jeanie Malone, Committee Chair
SUPPORTED BY	Sara-Jane Finlay, Associate Vice-President, Equity and Inclusion

PRIOR SUBMISSIONS

The subject matter of this submission has been considered previously by the People, Community and International Committee on the following occasion:

1. [June 1, 2020](#)

EXECUTIVE SUMMARY

Over the past year, Governor Malone has been leading efforts to establish a working group to establish a joint Board and Senate Policy statement on Equity, Diversity and Inclusion (EDI) at UBC. Since the Fall of 2019, attention and focus on this issue has broadened and deepened, leading the President to establish an Anti-Racism Task Force, whose work is only just getting under way.

At the same time, implementation of the Inclusion Action Plan has commenced, and one of the goals under that Action Plan is Goal 2A EDI Decision Making Principles, for whom the leads are identified as the Vice-Presidents, the Board of Governors and the Senates. Through discussion amongst the President and Board leadership, the AVP, Equity and Inclusion and Governor Malone it was agreed that the Board's objectives in this area could best be achieved within the context of the Inclusion Action Plan and the processes and action teams being established thereby. The Inclusion Action Plan operationalizes the strategic commitment to inclusive excellence through the creation of 'Action Teams' that are to be formed around each of the prioritized actions from the plan. Action Teams are responsible to develop project plans and accountability measures to ensure the implementation of each of the priority actions is contributing to the achievement of the overarching goals.

At the joint meeting of the Senate and Board Committee Chairs held on November 13, 2020, Governor Malone and Sara-Jane Finlay, AVP, Equity and Inclusion briefed the group on plans to have an IAP Action Team take on the task of developing any policy statement in this area. Discussion focussed on the purpose and composition of the Action Team, and consensus was reached that this was the best path forward to take on this work.

The composition of the Action Team in the attached implementation plan has been updated since being presented to the Joint Committee Chairs, to reflect their suggestions for representation from the governing bodies, faculty and students

APPENDIX

1. Implementation Plan for the Inclusion Action Plan Goal 2A

Implementation Plan for the Inclusion Action Plan Goal2A

UBC Strategic Plan – Strategy 4: Inclusive Excellence

'We are reviewing and revising policies, practices and services to reflect our commitment to diversity, equity and inclusion.'

Inclusion Action Plan – Goal 2.0: Systems Change

Action A: EDI Decision-Making Principles

Develop, consult on, and implement guidelines for decision-making that incorporate equity, diversity, and inclusion principles.

Executive Leads to appoint subject matter experts:

- *All Vice Presidents*
 - *Board of Governors*
 - *Senates*
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Many of the policies and processes of the Board of Governors and the Senates interact with matters of equity, diversity, and inclusion (EDI); however, the principles and values of EDI have not been clearly stated or integrated and weighed in the decision-making processes for our governance bodies. Other Canadian institutions including Carletonⁱ, McGillⁱⁱ, Queen'sⁱⁱⁱ, and the University of Toronto^{iv} have statements that consider the values and principles of EDI in their governance processes.

The Inclusion Action Plan operationalizes the strategic commitment to inclusive excellence through the creation of 'Action Teams' that are to be formed around each of the prioritized Actions from the plan. Action Teams are responsible to develop project plans and accountability measures to ensure the implementation of each of the priority actions is contributing to the achievement of the overarching goal.

To address Action 2A, we propose an Action Team comprising the following:

- A member appointed by the Board of Governors
- A member appointed by the Vancouver Senate
- A member appointed by the Okanagan Senate
- A faculty member from each campus with academic expertise and/or lived experience (selected through the normal Action Team process that is under development to ensure their service is appropriately recognized)
- A student from each campus with academic expertise and/or lived experience (selected through the normal Action Team process that is under development to ensure their service is appropriately compensated)
- Representatives from the Provosts' Offices on both campuses (appointed by the Provosts)
- A representative from the Senior Advisors to the President and Deputy Vice-Chancellor on Indigenous Affairs (appointed by the Senior Advisors)
- A representative from Human Resources (appointed by the Vice President, Human Resources)
- The Ombudsperson (or designate)
- A representative from the Equity & Inclusion Office (EIO)

The work of the Action Team will be supported by a Project Manager from the EIO and administration and coordination will be provided by the EIO. As with the other Action Teams, a chair will be selected from the members and will participate in the Inclusion Action Plan Steering Committee.

Proposed Timeline

By February 28, 2021	Formation of the Action Team for Priority Action 2A
By June 30, 2021	Draft of the Action Plan is shared with the Senates and the Board of Governors
By October 31, 2021	Extensive consultation process to include faculty, staff and students on both campuses with lived experience as well as pre-existing organizations and individuals such as: <ul style="list-style-type: none">• The Centre for Accessibility,• First Nations & Indigenous Studies,• IBPOC Connections,• The Black Caucus,• The Disability Resource Group for Faculty & Staff,• The AMS, GSS, and associated resource groups,• The Senior Advisors to the Provost on Racialized Faculty and on Women and Gender Diverse Faculty, and,• The Senior Advisors to the President on Race & Inclusive Excellence and Indigenous Affairs.
By December 31, 2021	Draft of the Statement of values and principles is shared with the Senates and the Board of Governors.
By March 31, 2022	Statement of values and principles is endorsed by both Senates and the Board of Governors.

ⁱ Carleton University – [Board of Governors Board Equity, Diversity and Inclusion Statement](#)

ⁱⁱ McGill – [Joint Board-Senate Committee on Equity](#)

ⁱⁱⁱ Queen’s University – [Board of Trustees Equity, Inclusion, and Indigenization Action Plan](#)

^{iv} University of Toronto – [Statement on Equity, Diversity and Excellence](#)