



SUBJECT	Joint Board and Senate Statement on Equity, Diversity & Inclusion - Update
SUBMITTED TO	People, Community and International Committee
MEETING DATE	April 8, 2021
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Andrew Szeri, Provost and Vice-President, Academic UBC Vancouver
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](#)
2. [November 20, 2020](#)

EXECUTIVE SUMMARY

Over the past year, Governor Malone has been leading efforts to establish a joint Board and Senate committee to create a policy on Equity, Diversity and Inclusion (EDI) at UBC. At the same time, implementation of the Inclusion Action Plan has commenced, and the plan includes Goal 2A on EDI Decision Making Principles, with Vice- Presidents, the Board of Governors and the Senates named as leads. The Inclusion Action Plan operationalizes the strategic commitment to inclusive excellence through the creation of 'Action Planning Teams' that are to be formed around each of the prioritized actions from the plan. Action Planning Teams are responsible to develop project plans and accountability measures to ensure the implementation of each of the priority actions.

Since the November meeting of the Board of Governors, work has been underway to reimagine the original joint working group as an Action Planning Team (APT). Following consultation with the Vice Presidents, Board of Governors and the Senates in Vancouver and Okanagan, the attached Terms of Reference has been updated to reflect the appointed representations from the governing bodies, faculty and students.

APPENDICES

1. Draft Terms of Reference with Current Membership

Action Planning Team 2A

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

- A member appointed by and from the Board of Governors – **Kavi Toor & Alison Brewin**
- A faculty member appointed by and from the Vancouver Senate - **Tsing Chi von Bergman**
- A faculty member appointed by and from the Okanagan Senate – **Jennifer Jakobi**
- 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) - **Henry Yu (UBC-V) - UBC-O TBC**
- 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) - **Will Shelling (UBC-V) + UBC-O TBC**
- A representative from each Provost’s Office (appointed by each Provost) - **Ismael Traöre (Provost/VP Academic) UBC-V + UBC-O TBC**
- A representative from the Senior Advisors to the President and Deputy Vice-Chancellor on Indigenous Affairs (appointed by the Senior Advisors) - **Ian Foulds**
- A representative from Human Resources on each campus - **Doug Thorpe-Dorward**
- The Ombudsperson (or designate) – **Shirley Nakata**
- A representative from the Equity & Inclusion Office (EIO) – **Sara-Jane Finlay**

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.