



SUBJECT	Dimensions Program Update
SUBMITTED TO	Learning & Research Committee
MEETING DATE	June 8, 2021
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Gail Murphy, Vice-President Research & Innovation
SUPPORTED BY	Andrew Szeri, Provost and Vice-President Academic, Vancouver Matthew Evenden, Associate Vice-President Research & Innovation Naznin Virji-Babul, Senior Advisor to the Provost on Women and Gender-Diverse Faculty

EXECUTIVE SUMMARY

Administered by Canada's federal research funding agencies, Dimensions is an initiative designed to provide a mechanism that post-secondary institutions can adopt to increase research excellence, innovation and creativity across all disciplines through increased equity, diversity and inclusion (EDI). The program helps to foster transformational change by enabling post-secondary institutions to increase EDI within their research ecosystems, allowing for the identification and elimination of obstacles and inequities experienced by marginalized and under-represented people.

The Dimensions program is founded on the [Dimensions Charter](#), which was [endorsed by UBC](#) in 2019. The charter outlines principles that institutions commit to, to foster increased research excellence, innovation and creativity within the post-secondary sector across all disciplines, through greater EDI. UBC is one of 17 institutions across Canada to participate as part of the Dimensions pilot cohort, and will have the opportunity to be among the first in Canada to be formally recognized by the Tri-Agencies for their efforts to advance EDI in the research ecosystem. UBC's participation in the Dimensions program aligns primarily with [Strategy 4: Inclusive Excellence](#) and [Strategy 10: Research Culture](#) of the UBC Strategic Plan.

UBC has aligned its work on Dimensions to meet the goals of the federal program. These include:

1. The assembling of an institutional [self-assessment team \(SAT\)](#) made up of a diverse group of individuals from across UBC's research ecosystem that will undertake the Dimensions project.
2. Conducting an institutional self-assessment of EDI-related data, policies, programs, and initiatives within the research ecosystem in order to identify gaps and barriers experienced by equity-deserving groups.
3. Creation of a Dimension action plan to address barriers and obstacles experienced by equity-deserving groups and improve EDI within UBC's research ecosystem.
4. Support for a more equitable, diverse and inclusive research ecosystem through ongoing action and evaluation.

The UBC Dimensions project is managed by the Project Team, composed of members from the Vice-President, Research & Innovation Office and the Equity & Inclusion Office. Work by the Project Team has been ongoing for the past fourteen months. During that time, the full complement of the SAT has been assembled and convened multiple times; the SAT comprises a diverse mix of leadership, faculty, staff and students, and includes members of equity-deserving groups in accordance with Dimensions guidelines. A comprehensive collection of EDI-related

demographic data, policies, programs, reports and initiatives has been collated, guided by a [self-assessment approach](#) co-developed by the SAT an Project Team that defines the scope and depth of the institutional EDI self-assessment. The self-assessment process has now transitioned to gathering more qualitative information through direct engagement with stakeholders in order to collect lived-experiences.

Concurrent with the latter stages of the self-assessment, the SAT is beginning to outline its strategy for action planning, based on known informational gaps and identified barriers and obstacles experienced by equity-deserving groups. The action plan will complement and build upon existing UBC strategies, such as the Inclusion Action Plan and Indigenous Strategic Plan. Action planning will involve strategic consultation with relevant stakeholders to identify actions. Some of these have already taken place; for example, members of the Faculty of Graduate and Postdoctoral Studies and the UBC Graduate Students Society were consulted on issues regarding equity in graduate student admissions and funding. Further engagement is currently in progress or is being planned with guidance from the SAT.

The Dimensions action plan, as well as the completed self-assessment, will form the basis of an application to the Tri-Agencies for recognition of UBC as a Dimensions institution, to be submitted at the conclusion of the pilot project in the fall of 2022. Recognition by the Dimensions program acknowledges that UBC's action plan and efforts to address equity, diversity and inclusion in the research ecosystem are aligned with the federal program's goals.

PRESENTATIONS

1. UBC Dimensions Project - Update

UBC DIMENSIONS PROJECT - UPDATE

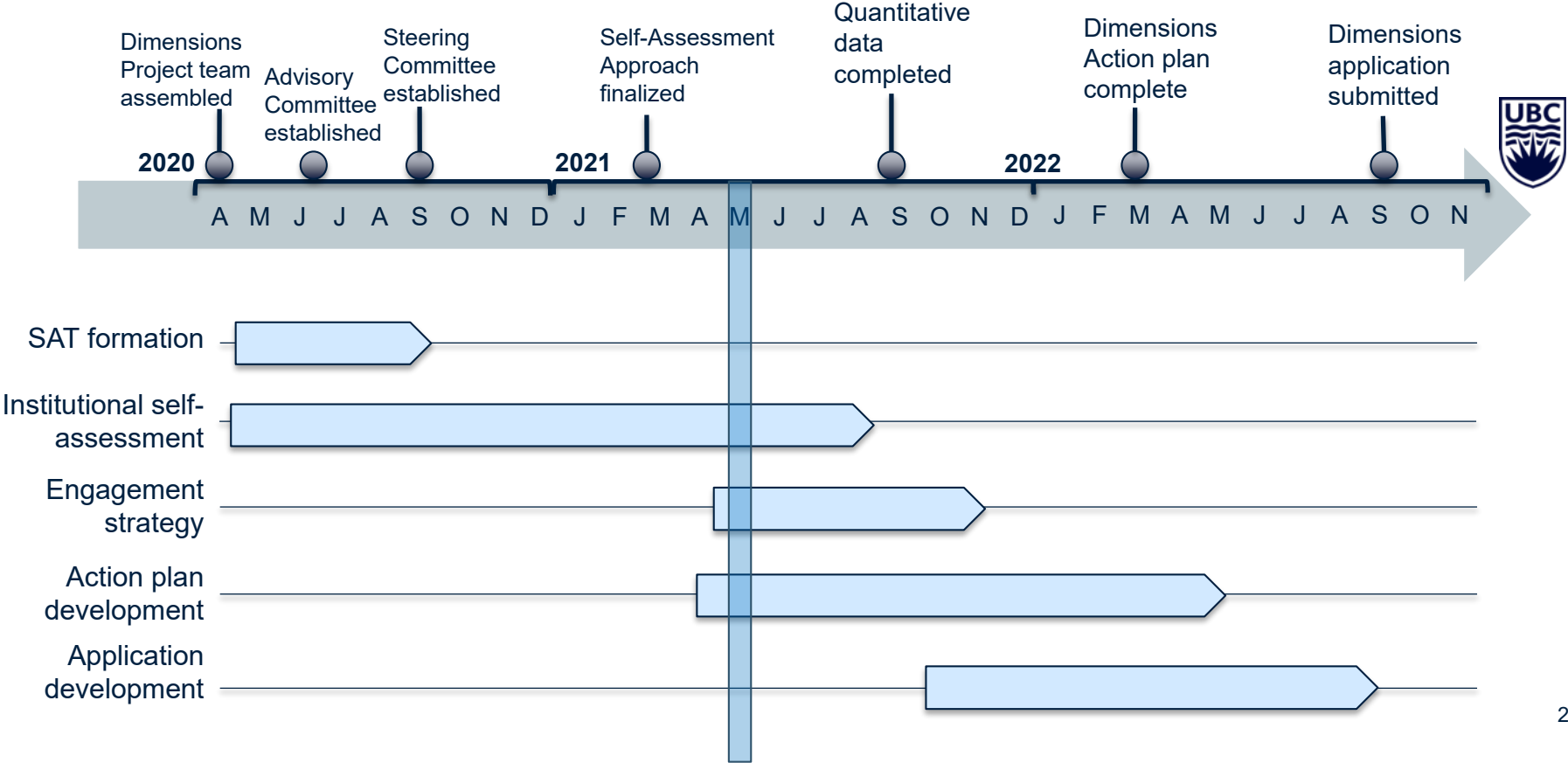
June 8, 2021

DR. MATTHEW EVENDEN, ASSOCIATE VICE-PRESIDENT RESEARCH & INNOVATION

DR. NAZIN VIRJI-BABUL, SENIOR ADVISOR TO THE PROVOST ON WOMEN AND GENDER-DIVERSE FACULTY



UBC DIMENSIONS PROJECT TIMELINE

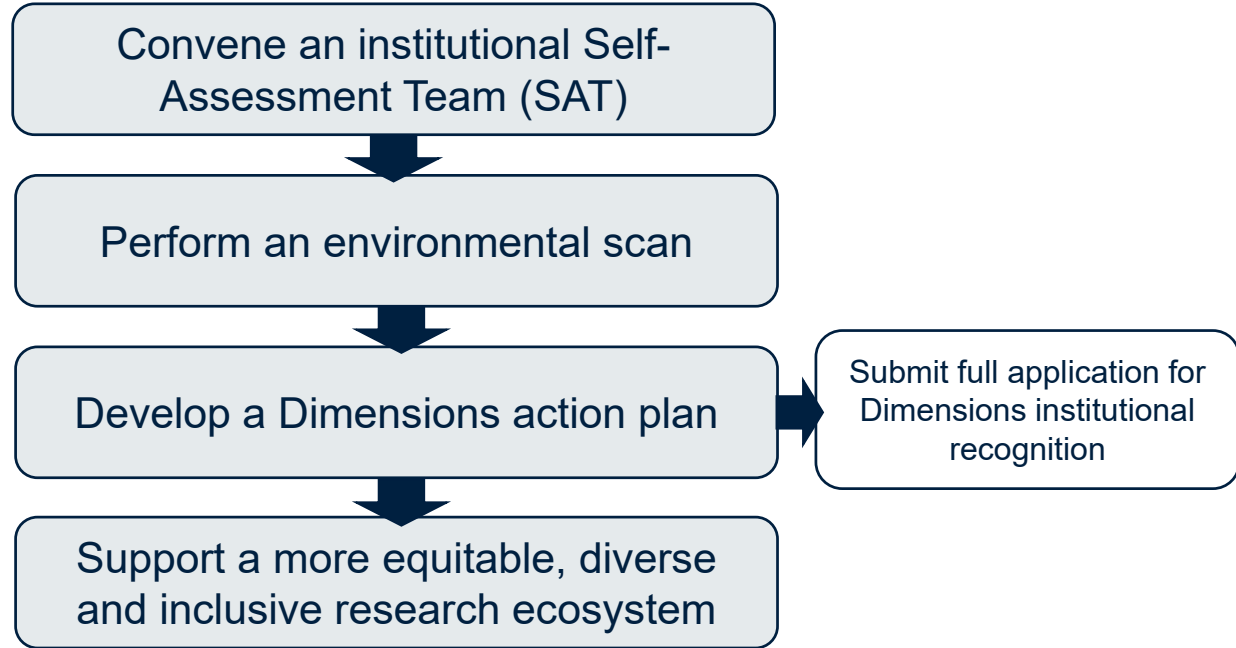


DIMENSIONS PROGRAM - OVERVIEW

- A pilot program developed by the Canadian Tri-Agencies, and administered by NSERC
- Aimed at increasing equity, diversity and inclusion (EDI) in the research ecosystem of post-secondary institutions across all disciplines, enabling growth in research excellence, innovation and creativity
- Intends to address obstacles faced by underrepresented, marginalized or disadvantaged groups: Indigenous Peoples, persons with disabilities, members of a visible minority/racialized groups, and members of the LGBTQ2+ community
- Following a successful LOI in 2019, UBC became one of 17 members of the Dimensions pilot cohort
- Following the conclusion of the pilot, participating institutions will submit a full application to NSERC for Dimensions institutional recognition



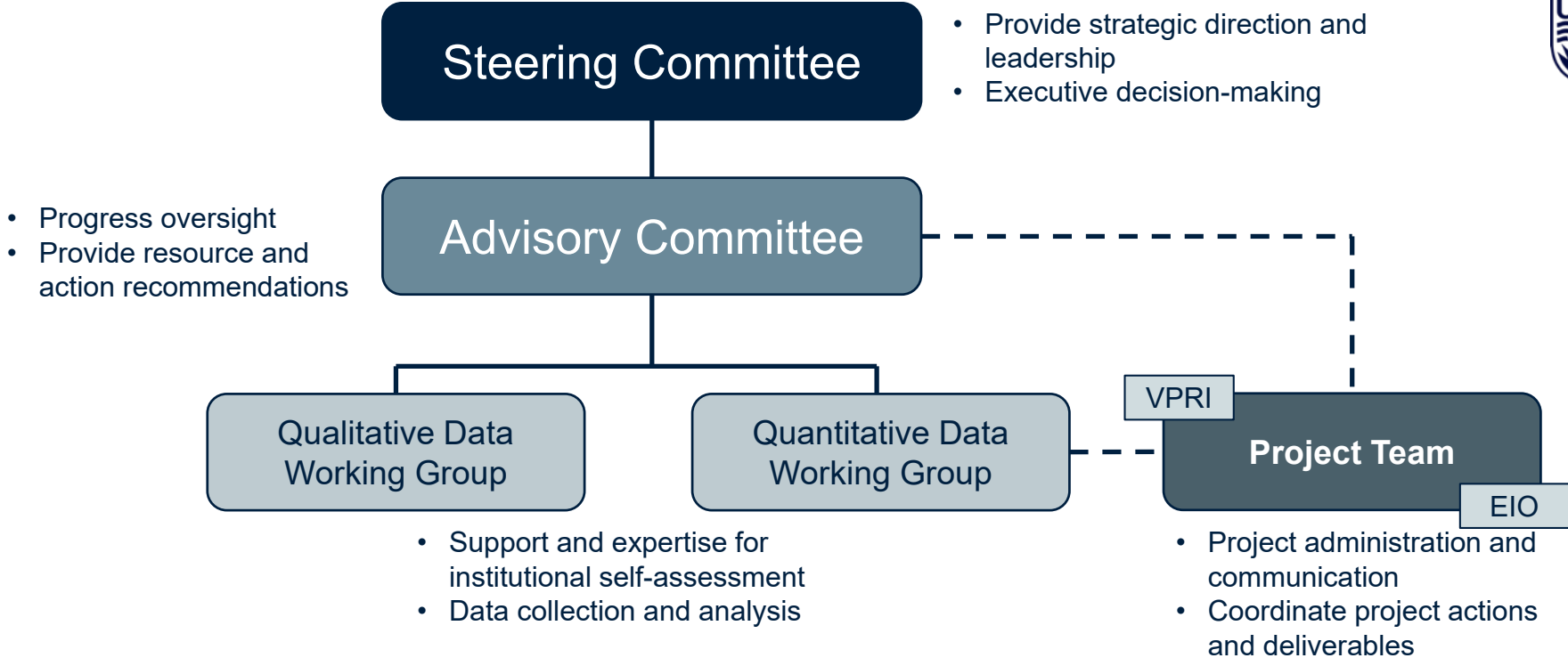
FEDERAL DIMENSIONS PROGRAM - OBJECTIVES



DIMENSIONS RELATES TO MANY UBC INITIATIVES



UBC SELF-ASSESSMENT TEAM (SAT) GOVERNANCE STRUCTURE



UBC DIMENSIONS – SELF-ASSESSMENT APPROACH

- **Self-Assessment Approach** defines the project scope, and provides a framework for assessing EDI within the UBC research ecosystem
- **Scope:** undergraduate and graduate students involved in research, post-doctoral research fellows, part-time and full-time academic staff, and non-academic research-focused staff
- **Elements to be assessed:**
 - Research faculty/staff hiring practices, pay equity, progression, and retention
 - Undergraduate and graduate student/postdoctoral engagement, recruitment practices, and funding
 - Research services
 - Research funding opportunities
 - Faculty award opportunities
 - Extending or re-thinking research activities to better incorporate EDI
 - Research culture and EDI



SELF-ASSESSMENT – ENGAGEMENT STRATEGY

Purpose

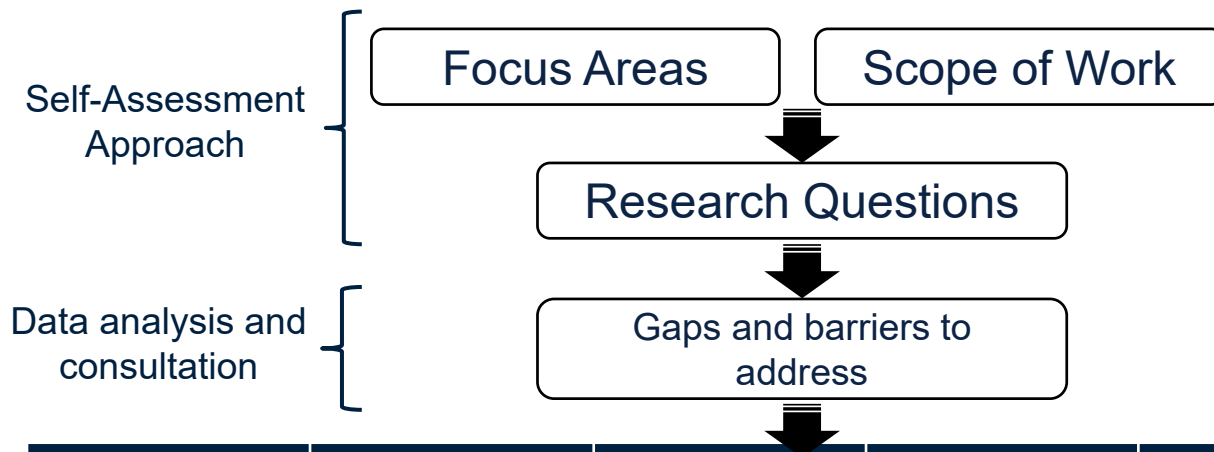
- To bridge informational gaps and help identify actions that can be implemented to address barriers and inequities
- To identify actions that can be implemented to address barriers and inequities
- To help prioritize recommended these actions

Recent examples

- Research services and award opportunities
 - Engagement: SPARC, ORPA, VPRI Unit Directors, Institutional Council Research Prizes & Awards
- Graduate student and postdoctoral admissions and funding
 - Engagement: Associate Dean, Funding, FGPS, GSS (Vancouver & Okanagan), Postdoctoral Association, Postdoctoral Fellows Office (FGPS)



DIMENSIONS ACTION PLANNING



OBJECTIVE	PLANNED ACTION(S)	RATIONALE	TIMEFRAME	PERSON(S) RESPONSIBLE	SUCCESS CRITERIA
What are you going to do? Who is the action aimed at?	What are you going to do? How will it be implemented?	Why are you undertaking this action? Why is the action necessary? How does the action link to your data?	When will the action start and finish? Dates for implementation, review and evaluation	Who will ensure the action is achieved? Accountability vs. implementation	How will you know the action has been achieved? Was the action effective? Measurable targets?



THE UNIVERSITY OF BRITISH COLUMBIA

SELF-ASSESSMENT TEAM – WHO'S INVOLVED?

Steering Committee

- VPRI (Vancouver & Okanagan)
- VP, Human Resources
- AVP, Research & Innovation (Vancouver & Okanagan)
- AVP, Equity and Inclusion
- Provost and VP, Academic (Vancouver & Okanagan)
- VP, Students
- Dean & Vice-Provost, FGPS
- Select Faculty Deans (Vancouver & Okanagan)

Advisory Committee

- Associate Dean, Equity and Inclusion, Faculty of Science
- Associate Dean, Funding, Faculty of Graduate and Postdoctoral Studies
- Senior Advisor to the Provost on Women and Gender-Diverse Faculty
- Senior Advisor to the President on Indigenous Affairs
- Senior Advisor to the Provost on Racialized Faculty
- Associate Dean, Strategic Personnel Planning and Development (Okanagan)
- Senior Staff from EIO and ORS
- Student representatives



Data Working Group

- PAIR Staff
- EIO Staff
- ORS (UBCO)
- FGPS staff
- IRSI staff
- UBC HR
- Student Union (UBCO)

SELF-ASSESSMENT – WHERE HAVE WE SOUGHT INPUT?

- Faculty of Graduate and Postdoctoral Studies
- Indigenous Research Support Initiative
- First Nation House of Learning
- VP, Academic Office
- VP, Research & Innovation Office
- PAIR
- SPARC
- EIO
- Centre for Disability
- Graduate Student Society
- Office of Research Services, Vancouver
- Office of Research Services, Okanagan
- Almer Mater Society
- Graduate Student Society
- UBC Postdoctoral Association
- Student Union Okanagan
- ISP Implementation Committee
- Faculty Equity Leads
- Faculty of Science
- Faculty of Applied Science
- Human Resources
- Enrolment Services
- Office of Research Prizes & Awards
- Faculty Research Advisors
- UBCO Faculty Affairs
- Workplace Health Services
- UBC Integrated Renewal Program Team

