



SUBJECT	President's Task Force on Anti-Racism and Inclusive Excellence (ARIE) – Update
SUBMITTED TO	People, Community & International Committee
MEETING DATE	November 22, 2021
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For input only - No action requested
LEAD EXECUTIVE	Ainsley Carry and Ananya Mukherjee Reed, Co-executive leads, Anti-Racism UBC
SUPPORTED BY	N/A

EXECUTIVE SUMMARY

The President's Task Force on Anti-Racism and Inclusive Excellence (ARIE) began its work in April 2020. It is led by its two co-chairs: Dr. Handel Wright, Senior Advisor to the President on Anti-Racism and Inclusive Excellence, and Dr. Shirley Chau, Associate Professor of Social Work at UBC Okanagan.

The task force consists of 34 members drawn from the faculty, student and staff from UBC Vancouver and UBC Okanagan. It comprises six committees organized according to equity-deserving group (Indigenous, Black, People of Color) and relationship to university (students, staff, faculty).

Before we proceed, we would like to acknowledge the emotional labour that has gone into this work. Task force members – students, staff and faculty of UBC – have worked through the very difficult moments of the discovery of unmarked graves in many parts of Canada, the continuing instances of anti-Black racism including painful markers such as the anniversary of George Floyd's killing, horrific instances of anti-Asian racism, Anti-Semitism, Islamophobia and others.

Since beginning its work in April 2021, the ARIE task force has made more than 50 recommendations which are remarkable in both their breadth and depth. Each of the recommendations are extensive in the way they present the context and the need for the specific recommendations; as well, they include concrete steps for implementation. In developing these recommendations, the task force has drawn upon a vast array of materials, including listening and witnessing sessions undertaken by the President, strategic and academic plans, and the individual and collective experiences, reflections, institutional knowledge and perspectives of the task force members. Consultations are underway with members of three equity-deserving groups (Indigenous, Black and People of Color) to finalize the recommendations.

In the presentation accompanying this briefing, we have attempted to outline the broad contours of the work and the resulting recommendations, acknowledging fully that a presentation of this kind can hardly do justice to the work undertaken.

Ainsley Carry, Vice-President Students, and Ananya Mukherjee Reed, Provost and Vice-President Academic, UBC Okanagan, were appointed by President Ono as executive co-leads to support implementation of task force recommendations.

Several recommendations have been identified for the first phase of the implementation. These include:

1. Need for Sustained Anti-Racism Training and Education

People of colour face race-based discrimination in the classroom and in work spaces. The task force recommends ongoing education and professional development to increase knowledge and skills necessary to reduce and prevent racial discrimination.

2. Increasing Recruitment and Retention of Indigenous, Black, and People of Colour (IBPOC) Faculty

IBPOC faculty are underrepresented among UBC faculty. The task force recommends UBC make intentional efforts to recruit and retain faculty members from underrepresented groups, especially Indigenous and Black scholars.

3. Create Pathways for IBPOC Success Within the Talent Pipeline: Recruitment, Hiring, Performance, Succession Planning, Retention

The lack of defined career pathways negatively impacts career advancement of Indigenous, Black and People of Colour (IBPOC) faculty and staff. Many IBPOC faculty and staff leave UBC due to systemic barriers impacting their career. The task force recommends UBC improve career pathways – recruitment through retirement – to increase chances to attract and retain IBPOC applicants and employees.

4. Develop and establish mechanisms of accountability through race-based data and reporting

UBC lacks disaggregated race-based data. As a result, employment and pay equity is clouded, institutional knowledge of racial representation is minimal, and racial incidents remain unanalyzed. The task force recommends a systemic approach to institutional data collection and reporting on disaggregated race data for students, faculty, and staff.

5. Improve Black student mental health and wellness

Black students face an increasing amount of stress and anxiety. However, Black mental health services are limited. Therefore, the task force recommends increased Black representation in health and wellness services, education and training of service providers, increased resources to support understanding about race and racism, and bolstered emergency health services.

6. Racial Justice Commitment for Change

Many institutions have adopted racial justice statements to express their commitment to equity, diversity, and inclusion. The task force recommends amplifying efforts to eliminate racism by introducing several anti-racist statements in a race-specific commitment.

7. Improvements in the system for handling complaints involving IBPOC

UBC's systems for handling complaints are flawed. IBPOC members are left feeling vulnerable and unheard. The task force recommends revised policies and procedures to resolve complaints, including and especially cases involving IBPOC.

For the two years 2021 and 2022, \$2 million has been set aside to kickstart these initiatives. Some of the initiatives which have been supported are programs like Beyond Tomorrow, the Anti-Racism Initiatives Fund and others. Beyond that, it is expected that units will determine their priorities and their budgets would be developed so as to reflect these priorities. This might include reallocation of resources from other items or comprise new budget asks as the case may be. Allocations for specific projects such as faculty hires exist in the budgets of the provosts and/or the Excellence Funds of both campuses.

It bears emphasis that at the heart of the recommendations is the call for deep systemic and cultural change throughout the institutional fabric of UBC. As such, some of the changes called for in the recommendations would require not budgetary resources, but a commitment to change norms and practices, and an enabling of previously unheard or marginalized voices at all levels of the institutions. Without this deeper commitment UBC will not be able to do justice to the substance of the work undertaken by the members of the task force.

On behalf of the entire UBC community, we wish to take this opportunity to express our gratitude to the members of the task force and the support team for undertaking this critical work for the institution.

APPENDICES

1. [Community update](#)

PRESENTATIONS

1. President's Taskforce on Anti-Racism and Inclusive Excellence

PRESIDENT'S TASKFORCE ON ANTI-RACISM AND INCLUSIVE EXCELLENCE

Presented to the People, Community & International (PCI)
Committee of the Board of Governors, UBC
Presented by Ainsley Carry and Ananya Mukherjee Reed,
Co-executive leads, Anti-Racism, UBC



OUTLINE OF PRESENTATION

1. Background and context of the ARIE Task Force
2. Task force co-chairs
3. Task force members
4. Task force recommendations and their thematic focus
 - Blackness committee
 - People of Color committee
 - Indigenous committee
 - Faculty committee
 - Student committee
 - Staff committee
5. Implementation in Phase 1
6. Looking forward



BACKGROUND AND CONTEXT

- The ongoing anti-Black, anti-Asian, and Anti-Indigenous racism and violence that we have seen in communities across North America during 2020 has focused attention on the deeply rooted racism in Canada and globally. UBC itself is not immune to racism and inequity.
- In statements made on [June 1st](#) and [June 16th](#), President Ono committed to dismantling the tools of oppression, white supremacy, and systemic bias on UBC campuses.
 - The statements reaffirmed UBC's institutional commitment to inclusion and called for an acceleration and intensification of efforts to build a more equitable and inclusive campus community.
- In December 2020, a UBC Broadcast was issued regarding a series of initiatives addressing systemic racism within our community, which included establishing **the President's Task Force on Anti-Racism and Inclusive Excellence (ARIE)**
- In March 2021, the **ARIE Task Force** had its first meeting



TASK FORCE CO-CHAIRS

CO-CHAIRS



Dr. Handel Kashope Wright

Dr. Wright is the Senior Advisor to the President on Anti-Racism and Inclusive Excellence and a Professor in the Department of Educational Studies in the Faculty of Education. He is also Director of the Centre for Culture, Identity and Education.

His work focuses on continental and diasporic African cultural studies, critical multiculturalism, anti-racist education, qualitative research, and cultural studies of education. Dr. Wright's current research examines postmulticulturalism, youth identity, and belonging in the Canadian context.



Dr. Shirley Chau

Dr. Chau is an Associate Professor in the School of Social Work in the Faculty of Health and Social Development at UBC Okanagan and current Chair of the Race Ethnic and Cultural Issues (RECI) Caucus as well as a member of the Board of Directors at the Canadian Association of Social Work Education (CASWE).

An experienced practitioner and teacher of social work practice methods, her research interests in social work practice include racialized populations, social and socioeconomically disadvantaged populations, and interprofessional health service programming and delivery to minoritized individuals and groups.

Photo credit: Bernadette Jarrard



COMMITTEES

Work and Study Constituencies

Faculty

Chair: Ryuko Kubota

Staff

Chair: Maryam Nabavi

Student

Co-Chairs: Haja Mabinty
Sesay & William Shelling



Equity Deserving Racialized Groups

Indigenous

Chair: Donna Kurtz

Black

Chair: Lerato Chondoma

People of Colour

Chair: Dixon Sookraj

ARIE TASKFORCE MEMBERSHIP AND SUPPORT TEAM

The taskforce consists of 34 members drawn from faculty, students and staff of both campuses.



The full list with bios is available here <https://antiracism.ubc.ca/task-force/>

SUPPORT TEAM

Name	Campus
Parmida Esmailpour	UBC Vancouver
Tori Chief Calf	UBC Vancouver
Pengcheng Fang	UBC Vancouver
Keitumetse Malatsi	UBC Vancouver

RESOURCES THAT THE TASK FORCE DREW UPON

Material generated in response to Commitments

- Listening and Witnessing Sessions - summary notes and recommendations
- Institutional anti-racism actions from UBC Executives & Deans

Institutional plans

- Indigenous Strategic Plan (ISP)
- Inclusion Action Plan (IAP)

Historical & context reference documents (examples only)

- Implementing Inclusion: A Consultation on Organizational Change to Support UBC's Commitments to Equity and Diversity
- Report of the Taskforce on Gender Based Violence and Aboriginal Stereotyping
- How racialized students navigate campus life in a mid-size Canadian city: 'thrown against a white background' but 'comfortable enough to laugh'

Additional Materials

- Additional material, data and information is being added as needed or when available



PRESIDENT'S TASKFORCE ON ANTI-RACISM AND INCLUSIVE EXCELLENCE RECOMMENDATIONS



INDIGENOUS COMMITTEE RECOMMENDATIONS

Chair: Dr Donna Kurtz

Recommendations were grouped under the following themes:



- 1. Racial discrimination and marginalization at the intersections of class, gender, sexual orientation, ability and nationality**
- 2. Indigenous hiring, recruitment and retention**
- 3. Decolonizing and indigenizing research and the academy**
- 4. Protection of Indigenous Peoples' Rights, Representation, and Intellectual Property**
- 5. Anti-racism praxis, recruitment, protection, support and retention of Indigenous Students**

BLACKNESS COMMITTEE RECOMMENDATIONS

Chair: Lerato Chondoma

A total of 10 recommendations were generated by the Blackness Committee, grouped under the following themes:

- 1. Belonging, Health and Wellness**
- 2. Enabling Infrastructure for Anti-Black Racism**
- 3. Centering Blackness in the Academy**
- 4. Anti-Black Racism in Professional Degree Programs**



PEOPLE OF COLOR COMMITTEE RECOMMENDATIONS

Chair: Dr. Dixon Sookraj

Recommendations were grouped under 6 themes:



- 1. Sustained anti-racist training and education**
- 2. Improvements in the system for handling complaints involving POC**
- 3. Improving IBPOC women's employment experiences and outcomes across UBC**
- 4. Anti-racist and inclusive communications**
- 5. Anti-racist recruitment and retention policies for UBC undergraduate and graduate students**
- 6. Meaningful and Effective Corrections to Workload Inequity**

FACULTY COMMITTEE RECOMMENDATIONS

Chair: Dr. Ryuko Kubota

The recommendations we identified 7 themes:

- 1. Increase representative diversity of IBPOC faculty: Recruitment, hiring, and retention**
- 2. Enhance anti-racism and inclusive excellence in leadership**
- 3. Educate all faculty members and leaders about anti-racism**
- 4. Support career progress: Research, funding, wage equity, and award opportunities**
- 5. Establish the UBC Anti-Racism Living Library**
- 6. Enhance data collection and governance**
- 7. Make complaint policy and procedure protective and transparent**



STAFF COMMITTEE RECOMMENDATIONS

Chair: Maryam Nabavi

Recommendations were grouped under 4 themes:

Theme 1: Infrastructures to support anti-racism

Theme 2: Accountability mechanisms

Theme 3: Supporting IBPOC talent

Theme 4: Culture change



STUDENT COMMITTEE RECOMMENDATIONS

Co-Chairs: Binta Sesay and William Shelling

The recommendations were grouped into four themes:

1. **Academia**
2. **Campus life (sources and support)**
3. **Mental health**
4. **Prospective students**



CONSULTATION AND IMPLEMENTATION

- The ARIE task force began its work in April 2021
- By the end of August 2021, the group submitted more than 50 recommendations. Those recommendations are under review by stakeholder groups including the Indigenous Strategic Plan Executive Advisory Committee (ISPEAC) and the Black Caucus; recommendations from the POC Committee are in process to be reviewed by relevant stakeholder groups.
- A final report is expected in early 2022
- Implementation will be phased
- Some recommendations, which have widespread support, can be implemented in Phase 1



RECOMMENDATIONS FOR IMPLEMENTATION IN PHASE 1

- 1. Need for Sustained Anti-Racism Training and Education**
- 2. Increasing Recruitment and Retention of Indigenous, Black, and People of Colour (IBPOC) Faculty**
- 3. Create Pathways for IBPOC Success within the Talent Pipeline: Recruitment, Hiring, Performance, Succession Planning, Retention**
- 4. Develop and establish mechanisms of accountability through race-based data and reporting**
- 5. Improve Black student mental health and wellness**
- 6. Racial Justice Commitment for Change**
- 7. Improvements in the system for handling complaints involving IBPOC members of UBC community**

