



SUBJECT	Anti-Racism and Inclusive Excellence (ARIE) Task Force Report
SUBMITTED TO	Board of Governors
MEETING DATE	June 29, 2022
SESSION CLASSIFICATION	Recommended session criteria from Board Meetings Policy: OPEN
REQUEST	For information only - No action requested
LEAD EXECUTIVE	Santa Ono, President and Vice-Chancellor
SUPPORTED BY	Ainsley Carry, Vice-President, Students Rehan Sadiq, Provost and Vice-President Academic <i>pro tem</i> , UBC Okanagan Handel Kashope Wright, Professor in the Faculty of Education and Senior Advisor, Task Force Co-Chair, UBC Vancouver Shirley Chau, Associate Professor in the School of Social Work, Faculty of Health and Social Development, Task Force Co-Chair, UBC Okanagan Wendy Luong, Project Manager, Office of the President Alison Stuart-Crump, Senior Projects Manager, Office of the Provost and Vice-President Academic, UBC Vancouver

PRIOR SUBMISSIONS

The subject matter of this submission has not previously been considered by the Board of Governors.

EXECUTIVE SUMMARY

After the global social uprisings in the summer of 2020 spurred on by the killing of George Floyd and led by the Black Lives Matter movement, post-secondary institutions across the United States and Canada were being called to account for blatant racial inequities that continued to exist both inside and outside the classroom. In addition to anti-Black racism, discrimination and violence against other groups also escalated globally and locally around this time. For example, anti-Asian racism fueled by the COVID-19 pandemic surged, as did renewed intergenerational trauma for Indigenous peoples with the recovery of unmarked graves in certain locations in Canada starting with the Kamloops Indian Residential School in May 2021.

In June 2020, UBC President and Vice-Chancellor Santa J. Ono 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 to address systemic racism and to build a more inclusive community within UBC, including the establishment of the President's Task Force on Anti-Racism and Inclusive Excellence (ARIE TF).

The ARIE TF—comprised of 34 students, faculty, and staff from both campuses—began its work in March 2021, establishing six constituent committees (Indigenous Committee, Blackness Committee, People of Colour Committee, Faculty Committee, Staff Committee, and Students Committee), each of which had a mandate to operate relatively independently. The mandate of the ARIE TF was to develop recommendations for addressing institutional and other forms of racism against Indigenous, Black, and People of Colour (IBPOC) students, faculty, and staff and to promote inclusive excellence at both UBC campuses.

Through its work, the ARIE TF produced a report with 54 recommendations summarized in six committee reports. From the recommendations, six major themes emerged:

- 1) There is a need for anti-racist education for all individuals at UBC, including senior administration
- 2) There is a need to both recruit and retain IBPOC faculty members and staff
- 3) There is a need to develop a system for handling complaints involving IBPOC students, faculty, and staff
- 4) There is a need to establish and routinize anti-racism as academic, intellectual, and activist work at UBC, including through an office and a living library
- 5) There is a need to address wellbeing and sense of belonging of IBPOC members in the community
- 6) There is a need to address workload inequities experienced by IBPOC faculty and staff

Since mid-2021, the creation of the recommendations followed an iterative process that allowed for the start of implementation prior to the completion of the report. Select recommendations such as:

- the need for sustained Anti-Racism training and education;
- increase recruitment and retention of Indigenous, Black, and People of Colour (IBPOC) faculty;
- create pathways for IBPOC success within the talent pipeline: recruitment, hiring, performance, succession planning, retention;
- develop and establish mechanisms of accountability through race-based data and reporting;
- improve Black student mental health and wellness; and racial justice commitment for change;
- and improvements in the system for handling complaints involving IBPOC;

are currently underway for 2021/2022. Collectively, the ARIE TF recommendations underscore the reality that UBC has a deep-seated problem of institutionalized, systemic, and other forms of racism that cut across units on both campuses, and affects Indigenous and racialized students, faculty, and staff. The report released in April 2022 will continue to inform the implementation phase under the leadership of the co-executive leads on Anti-Racism to create a more anti-racist and inclusive excellent UBC.

APPENDICES

1. [The President's Task Force on Anti-Racism and Inclusive Excellence Final Report – Executive Summary](#)

PRESENTATIONS

1. Anti-Racism and Inclusive Excellence PowerPoint

SUPPLEMENTAL MATERIALS (optional reading for Governors)

1. [The President's Task Force on Anti-Racism and Inclusive Excellence Final Report](#)

ANTI-RACISM AND INCLUSIVE EXCELLENCE

PRESENTATION TO THE BOARD OF GOVERNORS

JUNE 29, 2022

Presenters:

- Dr. Handel Kashope Wright, Professor in the Faculty of Education and Senior Advisor, Task Force Co-Chair (UBCV)
- Dr. Shirley Chau, Associate Professor in the School of Social Work, Faculty of Health and Social Development, Task Force Co-Chair (UBCO)
- Dr. Ainsley Carry, Vice-President, Students; Co-Executive Lead for Anti-Racism
- Dr. Rehan Sadiq, Provost and Vice-President Academic *pro tem* (UBCO); Co-Executive Lead for Anti-Racism

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PRESIDENT'S TASK FORCE ON ANTI-RACISM AND INCLUSIVE EXCELLENCE

- The ARIE Task Force began its work in March 2021. It has been led by two co-chairs: Dr. Handel Wright, Senior Advisor to the President on Anti-Racism and Inclusive Excellence, and Dr. Shirley Chau, Associate Associate Professor, School of Social Work, Faculty of Health and Social Development, UBC Okanagan. The Final Report was released in early spring.
- The task force consisted of 34 members drawn from the faculty, student and staff from both campuses. It was comprised of 6 committees organized according to equity-deserving group (Indigenous, Black, People of Color) and relationship to university (students, staff, faculty).
- The work of the Task Force was grounded in an anti-oppression framework and characterized by intersectionality.
- The Task Force developed 54 recommendations in total. In developing these recommendations, they drew 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.



ARIE TASK FORCE RECOMMENDATIONS

In total, the Task Force developed 54 recommendations

Collectively, they underscore the reality that UBC, like any other Canadian institution of higher learning, has a deep-seated problem of institutionalized, systemic and other forms of racism that cut across its various units on both campuses, and affects Indigenous and racialized students, staff and faculty.

The recommendations can be read in two interrelated ways:

- (1) Holistically, with the recommendations from the six committees constituting a comprehensive set of recommendations to UBC.
- (2) Six distinct yet interrelated task force reports, each of them having a separate summary report and full set of recommendations related to a particular ethnoracial group or work/study constituency at UBC.



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HIGHLIGHTS OF INTERSECTIONAL RECOMMENDATIONS

- There are 6 additional comprehensive and intersectional recommendations that emerged from the TF work:
 - establishment of an Anti-racism and inclusive excellence office at UBC,
 - one on recognizing discrimination based on language and accents as intersecting with racism,
 - one on the intersection of race and sexual orientation- how 2SLGBTQ+ intersects with race and representation,
 - Acknowledging and addressing the specificity of anti-Asian racism at UBC
 - Responding to the crisis of Islamophobia, Muslim representation at the intersection of religious intolerance, xenophobia, racism and sexism.
 - Acknowledgement that the Latina/o/x community is particularly underrepresented in anti-racism work in general and hence a recommendation for greater representation of the Latina/o/x community at UBC.
- This list is not exhaustive but these recommendations underscore the importance of addressing the complexity of intersectionality and the specificity of representation of certain groups and sub-groups, such that anti-racism works for equity for us all, in all our difference and complexity.



SUMMARY OF RECOMMENDATIONS BY COMMITTEE (1/3)

Indigenous Committee recommendations

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

1. Belonging, Health and Wellness
2. Enabling Infrastructure for Addressing Anti-Black Racism
3. Centering Blackness in the Academy (hiring of Black faculty and increasing Blackness in curriculum)
4. Anti-Black Racism in Professional Degree Programs



SUMMARY OF RECOMMENDATIONS BY COMMITTEE (2/3)

People of Colour Committee recommendations

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

Staff Committee recommendations

1. Infrastructures to support anti-racism
2. Accountability mechanisms
3. Supporting IBPOC talent
4. Culture change



SUMMARY OF RECOMMENDATIONS BY COMMITTEE (3/3)

Faculty Committee recommendations

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

Student Committee recommendations

1. Diversify the faculty, especially increase Black faculty
2. Campus life (resources and support)
3. Address mental health of Blacks at UBC, especially students
4. Diversify prospective student body- increase IBPOC and especially Black student numbers



RECOMMENDATIONS FOR IMPLEMENTATION IN PHASE ONE

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

- The need for sustained Anti-Racism training and education
- Increasing recruitment and retention of Indigenous, Black, and People of Colour (IBPOC) faculty
- Create pathways for IBPOC success within the talent pipeline: recruitment, hiring, performance, succession planning, retention
- Develop and establish mechanisms of accountability through race-based data and reporting
- Improve Black student mental health and wellness
- Racial justice commitment for change
- Improvements in the system for handling complaints involving IBPOC