



SUBJECT	UBC Dimensions Project Update
SUBMITTED TO	Learning & Research Committee
MEETING DATE	November 17, 2022
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	Gage Averill, Provost and Vice-President Academic pro tem, UBC Vancouver Arig al Shaibah, Associate Vice-President Equity & Inclusion Leslie Grad, Manager, Strategic Initiatives, Office of the Vice-President Research & Innovation

PRIOR SUBMISSIONS

The subject matter of this submission was most recently considered on [June 8, 2021](#) (OPEN SESSION)
Action/Follow up: None; presented for information only.

EXECUTIVE SUMMARY

UBC is one of 17 postsecondary institutions participating in the federal government’s pilot of Dimensions, a program 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). UBC 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.

For the past two years, a project team, co-led by the VPRI and the Equity Inclusion Office, has been working towards completing UBC’s first application for Dimensions recognition. An application for the second stage of recognition, *Construction*, was submitted October 3, 2022. This stage of recognition signifies that UBC is strategically addressing EDI within the research ecosystem in a coordinated way, has collected and analyzed representational demographic data of its research community and completed at least one cycle of Dimensions-related work. UBC’s Dimensions application will undergo two rounds of iterative review, with a final decision made by February 20, 2023.

Key to completing the UBC Dimensions project (and a requirement of the project itself) was the convening of a Self-Assessment Team (SAT), which was strategically assembled to capture relevant experiences and institutional roles that ensure sufficient resourcing and strategic direction to complete the pilot project. The SAT included institutional champions for EDI efforts, and/or those who possess lived experience as a representative of a historically underrepresented or disadvantaged group(s), and to represent the diversity of the university community, included student groups, postdoctoral fellows, faculty, staff and institutional leadership.

The Dimensions project itself consisted of assembling the SAT, conducting a comprehensive environmental scan of institutional programs, practices, plans and initiatives related to EDI in the research ecosystem, a thorough demographic analysis of the UBC research community, and strategic and open engagement with members of the UBC research community to identify obstacles or barriers to EDI within the research ecosystem. This broad collection of data was used to help inform the development of a UBC Dimensions action plan. Actions defined within the plan intertwine with actions ongoing for the Inclusion Action Plan, the Indigenous Strategic Plan and the Wellness Plan. The responsibilities for the actions described crosscut many VP portfolios and Faculties.

The UBC Dimensions project highlighted many EDI-focused initiatives established or currently being implemented on both campuses, as a testament to UBC's commitment to EDI and Inclusive Excellence, including the Inclusion Action Plan, the Indigenous Strategic Plan, creation of the role of Senior Advisor to the President on Anti-Racism and Inclusive Excellence, and many others. However, the project identified several key areas requiring improvement, including the need for improved institutional demographic data collection for greater EDI monitoring and accountability, more opportunities for contextualizing non-traditional research areas and methodologies, more opportunities to foster meaningful connections and sense of belonging for members of equity-deserving groups, and others.

Although the Dimensions application has been submitted, the work to transform the research culture of the university continues. Implementation and monitoring of UBC's Dimensions action plan will be guided by the EIO's Strategic Equity & Anti-Racism (StEAR) framework to provide a cohesive and coordinated approach to implementation of EDI actions across the university system in the future.

PRESENTATIONS

1. UBC Dimensions Project

UBC Dimensions Project

November 17, 2022

Dr. Arig al Shaibah (She/Her)

Associate Vice-President Equity & Inclusion

Leslie Grad (He/Him)

Manager, Strategic Initiatives

Office of the Vice-President Research & Innovation



UBC Strategic Plan alignment



Strategy 4: Inclusive Excellence - Cultivate a diverse community that creates and sustains equitable and inclusive campuses

Strategy 10: Research Culture - Foster a strong and diverse research culture that embraces the highest standards of integrity, collegiality and service

Dimensions: equity, diversity and inclusion Canada (federal pilot)



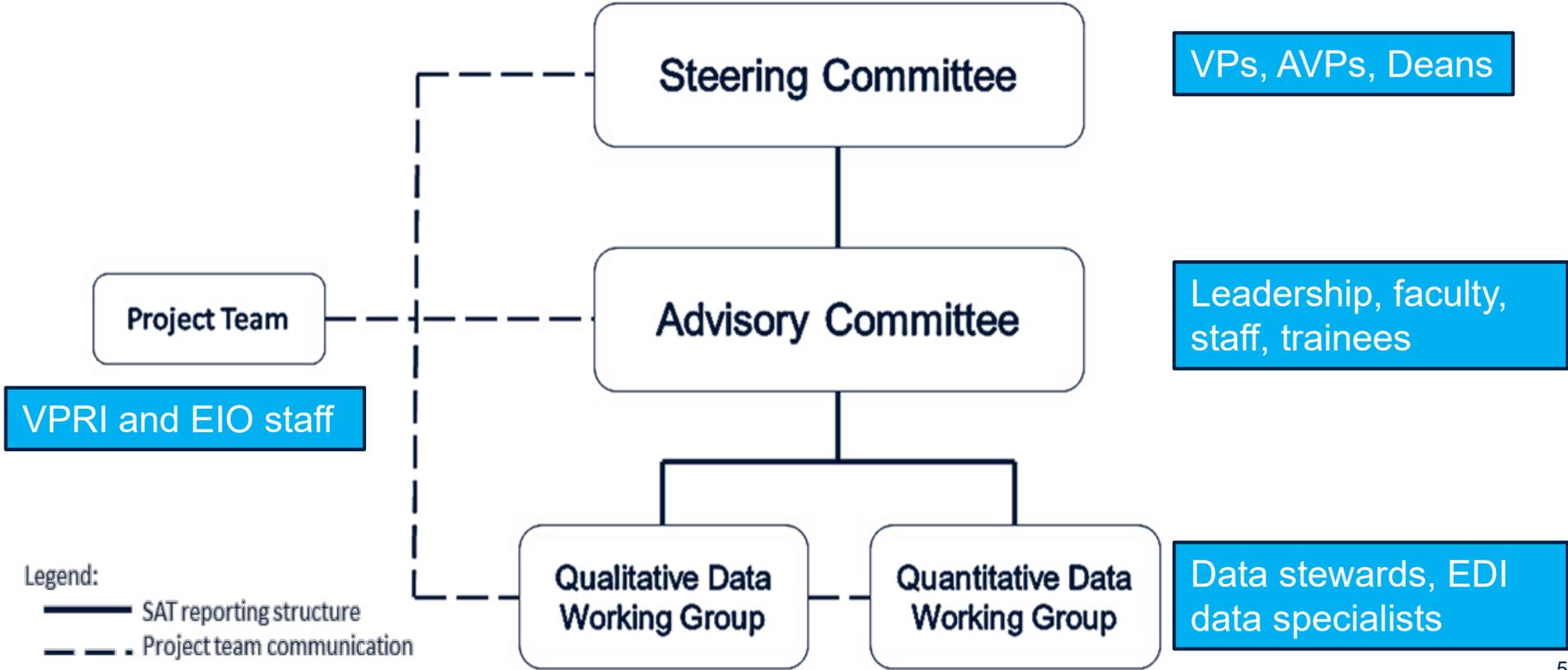
- Intended to recognize post-secondary institutions seeking to increase equity, diversity and inclusion (EDI) across their research ecosystem
- Foster transformational change within the research community at post-secondary institutions by identifying and eliminating obstacles and inequities
- 17 postsecondary institutions participating in pilot

UBC Dimensions project



Dimensions recognition application submitted October 3rd, 2022

UBC Dimensions governance – a community effort



Dimensions recognition stages



Foundation

- Early stages of strategically addressing EDI in a coordinated way
- A strategy to collect representational data has been established
- Started, but not necessarily completed a cycle of Dimensions work

Construction

- Strategically addressing EDI in a coordinated way
- Representational data has been collected and analyzed
- Likely completed a cycle of Dimensions work

UBC

Consolidation

- Made significant progress in addressing issues established in its action plan
- Likely completed 2 full cycles of Dimensions work
- Shows responsiveness to outcomes and analysis of implemented actions

Transformation

- Made substantial progress on issues identified in its action plan
- Shows evidence of repetitional and cultural change
- Likely completed 3+ full cycles of Dimensions work

Dimensions application



Section 1: Institutional overview

Section 2: Self-assessment team

Section 3: Account of Engagement

Section 4: Environmental scan

Section 5: Data collection and analysis

Section 6: Action plan



Key issues to be addressed



- Improve institutional demographic data collection for greater EDI monitoring and accountability
- Expand opportunities for contextualizing non-traditional research areas and methodologies
- Need for opportunities to foster meaningful connections and sense of belonging
- Increase resources for applying and integrating EDI principles within research, which are lacking

Dimensions path forward



- Continue to situate Dimensions within the context of UBC's existing and forthcoming strategic initiatives
- Align with the Strategic Equity & Anti-Racism (StEAR) framework to provide a cohesive and coordinated approach to implementation
- Continued Dimensions work strengthens transparency and accountability of UBC's institutional commitments